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Labour Canada Travail Canada

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NEWS BRIEFS

Munro Addresses ILO

Labour Minister John Munro, heading Canada's delegation to the 10th regional conference of American States who are members of the International Labour Organization in Mexico City, late last year urged the ILO to improve its performance in identifying new problems in the labour field.

Addressing some 200 delegates from 26 countries in South, Central and North America and the Caribbean, Munro said that Canada itself is concerned with a variety of new problems in the labour field—the quality of working life, job satisfaction, workers demands for greater participation in decision-making. "We are moving to deal with these problems through research, analysis and the development of machinery for tripartite discussion," the Minister said.

"We want to be able to look to the ILO for guidance and enlightenment on such matters, based on a review and sifting of the experience of other countries. The ILO needs new standards in these areas and I urge an intensified effort to identify new problems on the frontier, and action to help us all in finding solutions."

"The slow process of waiting for a consensus, waiting for the moment when a subject is 'ripe' for the adoption of an international standard, is not good enough," he declared. "The ILO must never fear to be controversial as it seeks to advance our skills in meeting new challenges and improving the conditions of workers everywhere. If the ILO standard-setting system is to be truly helpful, it must be modernized and made more responsive to changing needs."

Munro reiterated the Canadian view that the basic task of the ILO must be to continue to focus on developing countries, but not to lose touch with the more industrialized countries, and their particular problems.

Beyond research and information, said Munro, the organization's work in international standard-setting should be strengthened "by modernizing the system, concentrating on a limited number of instruments...and developing new standards where research and exchange of information reveal new problems.

"As an example of one such new problem, many of us have been alarmed by recent revelations of the hazards to working people created by substances used in industry whose dangerous characteristics have not been recognized. Thousands of substances exist, whose potential effect on health is simply not fully known, but research in this area may lie beyond the capabilities of any one Government. There is a pressing need for coordination of effort, so as to avoid duplication in the use of scarce resources. The ILO, in co-operation with the World Health Organization, could play a dynamic role in meeting this need. Additionally, the tripartite character of the ILO can be invaluable in ensuring that this work is carried on with realism and a sense of urgency."

The Minister also told delegates that next year his Department will celebrate its 75th anniversary. Currently the Department is re-examining its aims and objectives; meetings are to be held with representatives of labour and management to examine Canada's industrial relations.

The conference, held November 26 to December 5, was concerned primarily

Guy de Merlis, William Kelly, John Munro.

with furthering and strengthening tripartite co-operation, and with the need for improving working and living conditions of rural workers.

The Canadian delegation comprised the Minister; W.P. Kelly, Assistant Deputy Minister, Industrial Relations, Canada Department of Labour; Guy de Merlis, Assistant Director, International Labour Affairs Branch, Canada Department of Labour; Employer Delegate F.K. Richan, Vice-President, Industrial Relations, Philips Electronic Industries Ltd; and Mrs. Shirley Carr, Executive Vice-President, Canadian Labour Congress. Mrs. Carr was elected vice-chairman of the conference.

1975 Manpower Plans

Major developments for 1975 in all three areas for which he has Cabinet responsibility: manpower, immigration and unemployment insurance, have been announced by Robert Andras, Minister of Manpower and Immigration.

The emphasis is to be on employment, giving people access to jobs, rather than unemployment. Unemployment benefits, although essential, are not a solution to the problem of unemployment and greater efforts will be made to train and, where necessary, to retrain people to equip them for the job market, he said in his annual forecast. A pilot project in Newfoundland that trains workers while they continue to collect UIC benefits is presently in effect.

In emphasizing new initiatives made by his department, Mr. Andras noted the establishment of new manpower centres, training and mobility programs, and a wide range of job creation programs. Services to the chronically unemployed; the physically handicapped, the mentally retarded, the unskilled and to those living in areas of chronic high unemployment where job opportunities are marginal are being provided through Community Employment Strategy, a program to pool all available federal and provincial resources to assist those whose need is greatest.

Immigration policy, presently under review, will feature major changes in 1975. Specific modifications are not yet known pending debate on the subject. Mr. Andras expressed confidence, however, that it would remain, as in the past, humanitarian and non-discriminatory while serving the needs of Canada's labour market.

Support for 12-Hour Shift

A number of benefits and no noticeable drawbacks; that is the finding of a study done at the University of Western Ontario's School of Business. Assistant Professor Peter Newson and MBA student Kenneth Crump undertook a research project to see whether staff schedules at the University Hospital could be improved.

The results have been published in a book, **Master Rotation of Shiftwork**, which explains how the 12-hour shift can be instituted to the satisfaction of all concerned in those industries that lend themselves to it.

Prof. Newson points out that the 12-hour shift has limited application in industry but is ideally suited to any business that must be kept in continuous operation, such as hospitals and refineries. Among the benefits accruing from the introduction of the 12-hour shift are:

—A level of fatigue no greater (and in some cases less) than that experienced on an 8-hour shift.
—A significant reduction in absenteeism.
—An improvement in employee morale.
—An improved attitude toward their work by the employees.
—Scheduling is greatly simplified and employees are able to work no more than three consecutive days, have not less than two consecutive days off duty and have every second weekend off.
—Employees on a 12-hour shift are on duty only 175 days a year as opposed to 250 days on the 8-hour schedule.
—Annual leave remains about the same as a result of the structure of the 12-hour shift.

Where the 12-hour shift has been tried, for example in the Imperial Oil Ltd. refinery in Winnipeg, the employees have been overwhelmingly in favour of the new hours of work. Opposition to the longer work day has come from organized labour, which fought to have the eight-hour day recognized in law and fears a return to the exhausting work schedules of an earlier period.

A study released by the Canada Department of Labour, *Trends In Working Time,* said current experiments with the compressed workweek could "perhaps be viewed as a compromise between labour's desire for more leisure and management's reluctance to reduce hours of work." In most cases, the study says, the 12-hour day schedule does not change the total hours worked but it does give the employees "more usable blocks of leisure" and they seem to be in favour of it.

Demand Drops for Skilled

The demand for professional workers decreased 11 per cent during the fourth quarter of 1974 although the number of jobs available to professionals reached an all-time high in October. These figures were compiled by the Technical Service Council, which deals with the placement of professionals. The TSC attributed the decrease to the slowdown in consumer spending and layoffs in the automobile, electrical, electronics, home entertainment, plastics, geophysical exploration and textile industries. The economic prospects for 1975 indicate that

openings for professionals will continue just below present levels.

The quarterly survey by the TSC covers vacancies in 1,500 manufacturing, mining, construction and consulting firms across Canada. It does not include positions in governments and institutions, which employ about 30 per cent of professionals. Despite the depressed market for the highly skilled and trained, severe shortages exist of a variety of specialists. The demand for engineers specialized in, for example, mechanical sales or chemical processing is very strong. Computer programmers, accountants and mechanical draftsmen are also very much in demand, as are a number of other specialized professions. Most openings are for graduates with five to fifteen years experience.

As a corollary to the existing situation in Canada, TSC notes that emigration of professional, technical and kindred workers decreased in 1974 for the second year in a row. The causes for this are several and varied. The recession in the United States has decreased opportunities for engineers and scientists and stringent American immigration laws have made it difficult for non-medical persons to obtain a work visa. Furthermore, all applications must be approved by the U.S Department of Labor, and approval can take as long as 2 1/2 years. This delay has discouraged American employers from sponsoring Canadians for specific jobs.

TSC officials warn that the exodus of Canadian professionals could resume almost overnight if plans in the U.S. to become self-sufficent in energy are realized, as massive expenditures would produce a shortage of engineers and scientists and Canadian talent would soon be in great demand.

Sylvia Ostry

Sylvia Ostry, Chief Statistician of Canada since 1972, has been appointed Deputy Minister of Consumer and Corporate Affairs, becoming the highest ranking woman in the federal public service and the only one of four at the deputy minister level to head a policy-making department. The announcement of Mrs. Ostry as successor to Michael Pitfield, recently appointed Clerk of the Privy Council, was made by the Prime Minister's Office shortly after Mr. Trudeau made a statement marking Canada's participation in International Women's Year.

Mrs. Ostry tends to disregard any implication that her appointment owes more to the Government's wish to appoint qualified women to senior civil service positions than to her qualifications for the job. In 1954 she received her Ph.D. in economics from McGill and Cambridge and has taught labour and manpower economics at four Canadian universities: McGill, Sir George Williams, Carleton and the University of Montreal.

She has authored many publications dealing with the characteristics and behavior of the Canadian labour force and is a fellow of the American Statistical Association, a member of the International Statistical Institute, the American Economic Association and the Social Science Research Council and a member of the Board of Governors of Carleton University. Mrs. Ostry is married to Bernard Ostry, Secretary-General of the National Museums of Canada.

Sylvia Ostry

New Horizons Program

New Horizons, a program to assist and involve retired people in the mainstream of Canadian life, has received full program status and will be continued with a $4-million increase to its present $14-million budget. The change of status for the program, begun in 1972 on an experimental basis, was announced by Marc Lalonde, Minister of Health and Welfare, whose department administers New Horizons. Since the inception of New Horizons, 3,280 programs, most of them recreational in nature and involving 676,802 persons, have been funded for a total of $18,147,410.

Minimum Wages

Effective March 31, Saskatchewan will join British Columbia and the Northwest Territories in having the

highest minimum wage in Canada: $2.50 an hour. On July 1, Alberta's rate is to be adjusted upward from its present $2.25 to $2.50. Across Canada, Manitoba, Quebec and the Yukon Territory have established $2.30 as their minimum and the rate in Ontario and Nova Scotia is $2.25. Ontario's rate will be boosted to $2.40 on May 1. Newfoundland raised its minimum to $2.20 and New Brunswick's went to $2.15 effective January 1, 1975. Prince Edward Island has the lowest provincial minimum wage at $2.05, raised from $1.75 at the first of the year. The federal minimum wage remains $2.20 per hour but an increase, according to Labour Minister John Munro, is being considered.

CLC Admits 4 CS Groups

Four provincial civil service groups have been admitted to the Canadian Labour Congress. The addition of the Civil Service Association of Ontario and the Government Employees Associations of Saskatchewan, Manitoba and Nova Scotia brings to eight the number of civil service groups, with a combined membership of 155,000, in the CLC. In September 1973, the Newfoundland Association of Public Employees, the Prince Edward Island Public Servants' Association and the Civil Service Association of Alberta had joined the British Columbia Government Employees' Union as affiliates of the CLC. The B.C. organization had long been an affiliate of the Congress.

Opposition to admission of the associations to the CLC came from the Canadian Union of Public Employees. CUPE had threatened to withdraw from the CLC but relented with the stipulation that the provincial associations, with the exception of B.C., form a new national organization. The task of forming a national body has fallen to Shirley Carr, CLC vice-president.

P.S.S.R.B. Appointments

Maurice F. Wright, Q.C., of Ottawa and Michelle Falardeau-Ramsay of Montreal have been appointed Deputy Chairmen of the Public Service Staff Relations Board.

Mr. Wright, a specialist in labour law and a senior partner in the Ottawa legal firm of Soloway, Wright, Houston, Greenberg, O'Grady and Morin, has represented the Canadian Labour Congress and several railway unions, and has appeared several times before the Canada Labour Relations Board. Mrs. Falardeau-Ramsay, senior partner in the Montreal law firm of Levac and Falardeau, has an extensive academic and professional background in labour relations.

Louis Fine Dies at 80

Louis Fine, for thirty years a conciliator with the Ontario Department of Labour, died January 12. Known as "Louis the Peacemaker," Fine settled more strikes than any other man in North America before his retirement as Ontario's chief conciliator in 1964.

Leaving school at an early age, Fine began his career in the labour movement when he joined the United Hat, Cap and Millinery Workers of America and became a member of the Union's board at the age of 23. In 1934 he joined the Ontario civil service, beginning a career that was to span three decades. Fine considered his first major achievement to be his settlement of the United Auto Workers strike against General Motors in 1937 and his one regret was his inability to settle a printers' strike at the three Toronto newspapers in 1964.

In 1967 he was appointed chairman of the board of conciliation to settle a dispute between the Seafarers' International Union of Canada and the Great Lakes Shipping companies and he also served as chairman of the Ontario Human Rights Commission. As a tribute to Fine's success in settling labour disputes, Trent University, in 1969, awarded him an honorary doctor of laws degree.

Summer '75 Program

Twelve government departments will be participating in Summer '75, the federal program designed to provide work opportunities for students.

For 1975, a total allocation of $67.1 million dollars is expected to provide direct and indirect employment and activities for 432,000 students. The largest single item for Summer '75 is $27.5 million dollars for the Opportunities for Youth program. Entering its fifth year of operation, Opportunities for Youth is expected to provide jobs for more than 20,000 young people.

"Through the Summer '75 program we are attempting to encourage, facilitate and create student summer employment to meet the needs of students, employers, and the community," said Robert Andras, Minister of Manpower and Immigration. The Minister said that variations in the student labour market in different parts of the country necessitated a four-way approach to the summer employment question.

Noting that private sector hiring of students has been responsible for more than 85 per cent of student summer jobs, Andras emphasized that the primary Summer '75 "strategy" is to facilitate and encourage private-sector hiring.

Because there are upper limits to the absorption of students in the private sector, Andras said that Summer '75 would provide jobs both through direct hiring of students by federal government departments and through funding innovative projects undertaken by groups of students and other organizations concerned with personal

and community betterment. In addition, Andras said, there would be a fourth Summer '75 "strategy", namely non-salaried activity programs such as travel exchanges designed to provide students with opportunities for personal growth and a greater understanding of their country.

Andras said that some 996,000 students had found employment in 1974, 60,000 more than in 1973. "I am grateful for the contribution made in the past by Canadian employers and by the Canadian Chambers of Commerce and Boards of Trade in helping achieve this growth. I would encourage employers to help young people and themselves by hiring sutdents again this summer." To assist in matching students to jobs some 300 Canada Manpower Centres for Students will operate again next summer. In 1974 CMCSs were responsible for more than 200,000 student job placements.

In addition to the Department of Manpower and Immigration, the following federal departments will provide student employment and activities next summer: Public Service Commission; Secretary of State Department; Department of National Defence; Health and Welfare Canada; Department of Indian Affairs and Northern Development; Agriculture Canada; Revenue Canada Customs and Excise; Energy, Mines and Resources; Ministry of the Solicitor General; Department of Consumer and Corporate Affairs; Transport Canada.

ETUC and CGT

The admission of Italy's Communist-led CGIL into membership of the European Trade Union Confederation has been followed by a request for affiliation from France's Communist Confédération Générale du Travail (CGT), the only West European trade union organization of stature not yet affiliated with the ETUC. The German, Dutch and Scandinavian affiliates of the ETUC are known to be opposed to the admission of the CGT, as well as France's Force Ouvrière. What particularly bothers opponents of the CGT's entry into the ETUC is the CGT's refusal to date to sever ties with the World Federation of Trade Unions, which some observers view as being just one more string in the Soviet foreign policy bow.

IILS Appointment

Albert Tévoédjrè, of Dahomey, has been appointed new Director of the International Institute for Labour Studies, with the rank of Deputy Director-General. He succeeds Prof. Kenneth Walker, of Australia.

Tévoédjrè was an Assistant Director General of the International Labour Organization. Before coming to the ILO, he was Minister of Information of the Republic of Dahomey, and Secretary-General of the African and Malagasy Union of 14 States.

ILO Appointments

Bertil Bolin, of Sweden, and John Warlick McDonald Jr., of the United States, have been appointed Deputy Directors-General of the International Labour Office. Bolin will be responsible for the Relations Sector, McDonald, for the General Administration Sector.

Bolin, an Assistant Director-General of the ILO since November 1968, was Legal Adviser of the Swedish Confederation of Trade Unions, and the Confederation's Director of International Affairs. He was a workers' delegate to the International Labour Conference (1962-68) and a member of the ILO Governing Body (1965-68). He was also a member of the Swedish delegation to the General Assembly of the United Nations, in 1965.

McDonald served with the United States Department of State in Europe and in the Middle East. He held top management and policy-making positions with the Department of State, and during the past few years his work has been closely connected with all aspects of the United Nations and the Specialized Agencies. Most recently, he was co-ordinator for multilateral development programs. with particular responsibility for voluntary programs in the UN development field.

Strikes Increasing

Strikes are soaring in every major Western country except Ireland, according to the latest figures released by the International Labour Office. Although Britain is in the forefront of the strike league, thanks to a relatively peaceful year in 1973 it still trails Italy and the other top strike pacesetters. As the *Gazette* goes to press, the full figures are not yet available for 1974 but they are likely to be up in most countries, notably Canada, Britain, the United States, France, Japan and Australia. Canada lost about 9.4 million days in strikes in the first 11 months of 1974—compared with a total of 5.7 in 1973. Britain lost 13.9 million days in strikes in the first 11 months of 1974, its second worst year since 1926. The U.S. lost 38 million days in the first nine months, its worst record since 1970.

Ireland's remarkable descent in the league is due to the success of its national wage agreements signed by employers and unions. Those unions that have gone on strike for claims above the agreement have been expelled from the Irish Congress of Trade Unions.

Unemployment in Japan passed the one-million mark in January, with 2 per cent of that country's workforce of 50 million actively seeking jobs. The last official unemployment figures were for November 30, at which time 700,000 persons were jobless.

Employment Conference

In its November session, the ILO Governing Body authorized the International Labour Office to begin preparations for a world employment conference of government, employer and worker delegates. The special conference, tentatively scheduled to be held early in 1976, will concern itself with employment, income distribution, social progress, and the international division of labour. Its aim will be to adopt a set of broad action principles as a framework for national and international policies in these fields.

Illegal aliens in the U.S.

Banning the employment of illegal aliens in the U.S. would open up millions of jobs to Americans and save the government billions of dollars each year, suggests the U.S.'s top immigration official in a recent article in *U.S. News and World Report*.

Leonard F. Chapman Jr., Commissioner, Immigration and Naturalization Service, says his agency apprehended 800,000 illegal immigrants in 1973—10 times the number arrested a decade ago. "Still, we hardly slowed the illegal traffic across our border. We estimate that for every illegal alien we caught, at least four or five escaped our detection." He adds that the illegal alien population in the U.S. numbers at least six or seven million and is possibly as great as 10 or 12 million. "The majority of these people are holding jobs that are needed by unemployed Americans, and legal aliens".

The largest number of illegal aliens comes from Mexico. Many just slip across the border. Others hire smugglers who transport them at a cost of $200 to $700 a head to major U.S. cities.

Fraudulent marriage is another expensive scheme to flout the immigration laws. Under the law, an alien who is married to a U.S. citizen gains preference over others in coming to the U.S. or remaining there as a permanent resident. Organized marriage rings are being uncovered monthly. Says Chapman: "We recently discovered in Miami a woman and her two daughters who had petitioned for entry into this country for 13 alien 'husbands'. The mother has eight marriages that we know of, one daughter has three and the other has two—all without benefit of divorce. In Washington, D.C. we exposed a marriage racket in which one U.S. citizen had married 15 Africans. Also in Miami, we discovered a marriage chapel operating in a notary public's office that was arranging and conducting five marriages a week, all for the purpose of gaining entry into the United States. The price ranged from $1,000 to $1,500 per marriage. Fraudulent documents and counterfeit immigration papers used by aliens to enter the country...return exorbitant profits to their peddlers."

However, the real cost of the illegal alien to Americans, says Chapman, is billions of dollars a year in wages that are earned in the U.S. and sent out of the country, in taxes that are unpaid by illegal aliens, in costs of services and welfare used by the illegals, and in the cost of unemployment caused by the illegal immigrants. The latter, he says, do not always take low-paying jobs that are unwanted by legal residents. Thirty-six per cent, or 364,000, are in industry. Another 301,000 are in service occupations, and 335,000 are in agriculture. "One of the difficult tasks the Immigration Service has before it is to dispel the myth that the illegals take only jobs picking tomatoes or planting cotton that pay a few dollars a week and couldn't be filled if the aliens were sent home. That may have been true at one time, but is no longer so. Illegal aliens know where the money is—in the cities and in factories. And these are their destinations."

At present, the Immigration Service is "wholly incapable" of dealing with the illegal alien problem, says Chapman. However, he believes there are some remedies available. "The first and most important is legislation that will make it unlawful to employ anyone known to be an illegal alien." There is currently no law in the U.S. against hiring someone who is in the country illegally. "People are attracted to this country by the availability of jobs," Chapman notes. "It is relatively easy for aliens to enter illegally and to remain here. To discourage them it is necessary to turn off the magnet of money and employment."

Fringe Benefits Rise

Fringe benefits once accounted for only a small portion of business costs. Now they are a major expense for management and an important part of the return workers expect for their labour. According to a nation-wide survey by the U.S. Chamber of Commerce, the extras that come on top of pay—sick leave, paid vacations, holidays, health insurance and similar things—averaged more than $3,230 a year per employee at latest count, or about 27 per cent of total employment expenses. Ten years earlier, the cost of such fringes averaged $1,431, or about 22 per cent of employment costs. This means that fringe benefits increased by 126 per cent over the decade ended in 1973, the period covered by the survey.

Moreover, pressure for new and broader benefits keeps rising, observes *U.S. News and World Report*. "Trends in 'fringes' tend to spread from one industry to another and one company to the next." In addition to the conventional benefits, a checkup by the weekly news magazine revealed some unusual types. "For example, family counselling for workers' off-the-job problems is becoming common. Mead Corporation sponsors such a program at two of its plants. Employees can get advice on marital, financial and family problems. Xerox Corporation has provided such

a program for the past four years and reports it is gaining in popularity... A West Coast supermarket chain has offered free psychiatric services for clerks and their families...Prepaid legal service—financed by the company—is included in a growing number of union agreements. So is dental care, which has spread into the auto industry from aerospace firms."

The Chamber of Commerce survey lists payments required by law as well as optional extras provided under terms of labour-management agreements. Among legally required benefits are the employer's share of the Social Security tax along with his tax payments for unemployment compensation and workmen's compensation.

Women Workers

Today's working woman may earn only half as much as a man in the same job—and she sometimes works almost twice as long as her husband each week, if her duties in the home are taken into account. This is the global picture that emerges from a recent report by the International Labour Office, *Equality of opportunity and treatment for women workers*, that will be discussed by the 60th session of the International Labour Conference in June as part of the ILO's observance of International Women's Year.

Despite the sombre situation of many working women the trend is promising, the report says, because even present-day conditions are better for many than they were 10 years ago. And there is a heightened awareness of the need for women to have equality of opportunity and treatment with men workers.

Delegates to the Conference will be invited to issue a solemn Declaration proclaiming women workers' rights to equality, and to draw up a plan of action to help countries put the Declaration into practice, with regional and international backing.

The world has some 562 million women workers out of a total labour force of 1,637 million. Extending fair treatment to women workers is therefore both an important stage in the progress of human rights and a means of liberating vast production potential.

Women tend to start their working lives with several handicaps, including inadequate education, vocational guidance and training. In many countries efforts to correct this situation have been largely thwarted by traditions, attitudes and prejudices that limit women's work prospects.

In countries where there is growing unemployment, women workers are often seen as a threat and as intruders in a male domain. Among other obstacles facing women workers, the report notes the labelling of certain types of work as "men's" or "women's" jobs. Parents who are faced with a choice are more likely to invest in the education of a boy rather than that of a girl. Girls themselves create a further problem with their marked preference for general academic work rather than for courses leading to a specific occupation.

"One of the most blatant forms of discrimination against women continues to be unequal payment for work of equal value," the report observes. It concedes that the technical difficulty of comparing one job with another is a major obstacle, but it asks: "Why is it that so often when women enter an occupation in any large numbers wages fall, or fail to rise? Why is it that wages are traditionally low in so-called women's occupations? It would appear that in male-dominated societies women's work is apt, without reason, to be regarded as of less value than that of men."

Even when a woman is well placed to pursue a career she faces problems. "Advancement should be based on individual ability and inclination without regard to sex, but in fact it is not. One of the problems is the difficulty of giving proof of the discrimination which is known to exist: the discrimination is subtle but brutal."

Reviewing progress in the world in general, the report notes that the ILO's Equal Remuneration Convention No. 100 of 1951 has been ratified by 82 countries, and that the principle of equal pay for work of equal value has been accepted by a number of others.

But equal pay laws are only a beginning. The fight against discrimination needs to be transformed into a more general and positive campaign to promote equality.

Working women spend more time on houshold chores than do their husbands. The ILO suggests equal sharing of the burden.

Working mothers put in between 70 to 80 hours of work a week, says the world labour body. Citing recent studies in several countries the ILO report notes that in Finland urban women workers spend four hours daily on housework, and men less than two; in Leningrad, two thirds of working women complain of fatigue; and in France and Japan, women work three times as long as men on household chores.

The search for a solution lies "perhaps in three directions," suggests the ILO. "First, as one of the prerequisites of sexual equality, a more equal and equitable sharing of the burden of housework and the care of children between men and women. Second, a greater rationalization and mechanization of housework so that men and women would have more leisure. Third, the shifting of a large part of housework outside the individual family."

Women in less developed countries share many of the general difficulties facing women workers elsewhere, and have others of their own. "Drudgery in

the fields is combined with household drudgery, compounded by the lack or inadequacy of water and of cooking facilities and the absence of child-care services. Women's total working hours are excessively long and irregular. Their activity is most frequently unremunerative and unrewarding."

In an effort to change the attitudes that help sustain this servitude, and to speed the progressive trend recently noted in many countries, the June Conference will consider a draft ILO action plan that would commit member States to take specific measures to promote equality. This means integrating women in the workforce, giving them equal access to vocational guidance and training, and making necessary changes in laws and practices—along with "measures to ensure the inclusion of women in equitable numbers in delegations to the International Labour Conference."

Aviation Service Problems

The problems facing the one million men and women who run the world's civil aviation services were recently examined at an ILO conference in Geneva. The eight-day meeting was called to advise the International Labour Office on action it should take to deal with the human problems involved in moving people and freight by air. These include security, licence renewal, irregular hours and rapid movement from one time zone to another.

Worker delegates said they were concerned above all with job security in the current economic situation because the fuel crisis and the growth of automation seemed inevitably to lead to a reduction in the number of employees.

The working conditions of air safety service personnel and ground staff as well as of aircrew were considered at the meeting. An ILO report notes that flight-deck crew—pilots, navigators and flight engineers—have expressed concern about licence renewal and health risks arising from the effects of high-speed high-altitude flight, changes in atmospheric pressure and in time zones. Air traffic controllers, maintenance and overhaul mechanics face similar licence renewal problems.

A spokesman for the controllers noted that air traffic and aircraft speed had increased considerably, creating new tasks for the controller, whose technical equipment was often out of date, thereby putting him under additional stress. Controllers have not yet succeeded in obtaining full recognition of their profession or of their right to bargain collectively on employment conditions.

Air traffic controllers, ground personnel and meteorological staff share the inconvenience of irregular working hours. Ground personnel may be directly exposed to bad weather and to taxiing aircraft. Some undergo considerable strain from the extra work they have to do when flights are postponed or cancelled; operating staff must resolve technical problems while others provide continuous attention to the well-being of passengers.

Civil aviation specialists at the meeting called for study of the social and industrial aspects of hijacking and other aviation security problems affecting the industry. Workers' representatives said they suffered as much as the employers from the serious consequences of hijacking, a problem that should be solved with the help of governments. The employers stressed that they were conscious of the worries of pilots and crews, but they felt the subject was outside the ILO's field of responsibility. The representative of the Scandinavian governments noted that three international meetings had recently been held on hijacking, and that conventions had been agreed upon and opened to ratification. The International Civil Aviation Organization had recommended that states set up national security organizations, and was continuing to work on the problem.

Delegates made the following recommendations to the ILO Governing Body:

(1) A *major meeting* to be attended by up to 30 countries should be called to study social and labour problems in the industry, discuss occupational safety and health, and review employment security.
(2) *Air traffic controllers'* problems should be dealt with at a specialized meeting.
(3) *International labour standards* should be effectively applied for the benefit of civil aviation workers in all the ILO's 125 member states, particularly ILO standards concerning the protection of trade union rights, the labour-management relations system and the fight against discrimination.
(4) The ILO should be asked to study the social and industrial aspects of *aviation security*, in co-operation with other international organizations, particularly the Civil Aviation Organization.
(5) ILO work should continue on the social aspects of *civil liability*. For example, an air traffic controller can be held responsible for the grave consequences of an error, though this may have been caused by fatigue arising from long duty hours. Existing international agreements set a financial limit to the liability of transport workers, but do not cover the employees who run airfields and repair aircraft. The meeting felt that the ILO should look further into ways of easing the problem through labour laws or regulations.
(6) The meeting suggested that the ILO should include civil aviation in its research into the social policy aspect of *multinational enterprises'* activities.

About 100 government, airline and trade union officials from 17 countries attended the conference, which was chaired by Guy de Merlis, Deputy

Director of the International Labour Affairs branch of the Canada Department of Labour. (photo p.146)

Migrants and Unionism

That migrant workers have a vested interest in joining trade unions in their countries of employment seems obvious enough. The local unions can defend their rights, help to integrate them into the community and protect them against exploitation and discrimination. Yet most migrants shun unions. Why? The ILO lists a number of reasons: Many foreign workers have a limited working contract and are not sure it will be renewed. Others do not want to be identified by the boss as "troublemakers"; or they fear difficulties after returning home, if they come from a country where free association of workers is limited. Still others feel that the unions do not really care about them and only look after the interests of national workers. Above all, practically all migrants have language problems that bar them from genuine participation in trade union as well as social life in the country of employment.

Something must therefore be done to help migrants overcome these obstacles and win them over for trade union action. For example, adequate instruction and training—particularly literacy and language training—would go a long way toward enabling them to develop their abilities to the full and to adapt to a new way of life. The press, radio and television in countries where the trade movement has access could be effective instruments for training and informing foreign workers. Moreover, there should be more contacts, exchanges and co-operation between all trade union organizations and educational institutions. Methods and teaching aids for workers' education of migrants could be improved.

Women Workers in the EEC

1975 is International Women's Year, and the European Economic Community will make its own contribution by passing a directive guaranteeing an end to sex discrimination in pay, job opportunities and working conditions.

The principle of equal pay was enshrined in the Treaty of Rome, but 18 years later it remains little more than a myth in EEC countries, although all have worked towards it. When it comes to job opportunities and working conditions, there is usually not even the pretence of equality.

According to a recent report in *The Economist*, German sociologist Helge Pross, after interviewing 7,000 working women in the original six EEC countries, concluded that throughout the community women are markedly less paid, do far more menial jobs, have less responsibility, and have to put up with far less pleasant working conditions than men.

Surprisingly, very large differences emerged in Pross' study between the way individual EEC countries treat their women workers. In Italy, women on the average get paid less than half as much as in France and Germany, and most of them work long hours in factories in rather unpleasant conditions. Holland is at the other end of the extreme: pay is not too far behind that of men, most women work in service industries involving little or no physical labour, hours are shorter than in other countries and there is plenty of part-time work available. Even so, Holland is the EEC country with the lowest proportion of female workers.

The other EEC countries fall somewhere between these two extremes. Luxembourg is similar to Holland; Belgium has a higher proportion of working women who on the whole are well paid. German women workers, too, enjoy good pay and working conditions, but they lag behind men. France emerges as the most egalitarian of the six. French working women get much the same pay as men for the same kind of job, as well as the same fringe benefits; they tend to be well educated and hold a much higher proportion of responsible and well-paid jobs than in other community countries.

A study carried out by the European Commission revealed widespread and persisting discrimination resulting from the way in which jobs are classified. This was most evident in two new member countries, Britain and Ireland, where many wage agreements specify separate pay rates for men and women. In Britain's case the Equal Pay Act, now gradually being brought into force, will have to take full effect by 1976. After that date it will be illegal for British employers to discriminate between men and women in their pay scales. In the third new member country, Denmark, employed women seem to be in a better position as a result of trade union bargaining over the years rather than because of the enforcement of a specific piece of legislation. In Luxembourg and Germany, the equal pay principle is invariably enshrined in all collective bargaining agreements.

Despite current EEC efforts to end discrimination, equal pay in the community won't come overnight. One reason is that every EEC member is frightened of the inflationary pressure on wages that any swift implementation of equal pay would have. A second reason is that the matter is not now considered very urgent because the number of working women in the community has diminished in recent years. There is a tendency for girls to stay at school or college longer, plus a drop in the marrying age.

Women currently make up over 35 per cent of the community's labour force—26 per cent in Ireland and Holland, 27 per cent in Italy and Luxembourg, 34 per cent in Belgium, 36 per cent in West Germany and

Britain, 37 per cent in France and 41 per cent in Denmark. Most working women in Europe are single.

New AFL-CIO Department

In recognition of the increasing numbers and strength of public service employees in the U.S., the AFL-CIO recently established a Public Employee Department. The new body, which represents some 2.1 million workers, hopes to bring union organization to the remaining 13.5 million American workers in the public sector. W. Howard McClennan of the International Brotherhood of Firefighters was elected first president of the new grouping of public service unions.

If the AFL-CIO's new department can overcome internal differences and mount a more aggressive drive on organizing and bargaining, "the turbulence that once characterized industrial unionism could shift to public employment in the years ahead," commented *Business Week*.

"The new grouping is made up of unions with differing attitudes toward strikes and with a background of jurisdictional conflicts," the magazine stated. "Because of continuing conflicts and personal hostilities, one public union leader discribed creation of the department as 'building walls around a wrestling arena.' But most observers feel the department can be effective."

The first priority of the department is national legislation to give public employees collective bargaining rights. "Passage of some sort of legislation is likely in the new Congress," notes *Business Week*, "although a stiff fight can be expected. The U.S. Chamber of Commerce and other business groups oppose a national bargaining law."

U.S. Workers Pay Levels

Adjusted for increased living costs, the median weekly earnings of all full-time workers in the U.S. advanced only from $110 to 116—5.5 per cent—in the seven years prior to May 1974, reports the U.S. Labor Department. When translated into constant dollars, the median earnings of men and women over 25 show increases of nearly 14 per cent between May 1967 and May 1974. But for young workers aged 16 to 25, there was hardly any increase over the seven-year period.

The finding emerges from Bureau of Labor Statistics data obtained annually from the Current Population Survey, a monthly survey of some 50,000 households. The survey also revealed that the earning gap between men and women remained constant during the seven years, with the median weekly earnings of full-time female workers equalling 61 per cent of the median for men.

In other areas, the survey showed that the earnings gap between white and black workers has narrowed but the median for whites is still $9 a week higher. The survey also found that currently unemployed persons had generally been earning less in their most recent jobs than workers of the same age and sex who were still employed—bearing out the contention that rising unemployment always hits the lowest paid workers first.

Truck Driver Safety

The reflexes of the skilled truck driver are the guarantee of his safety and of the safety of those who are on the roads with him.

On a long-distance haul, these reflexes may have been dulled by too long a period of uninterrupted driving—or, cumulatively, by too little rest over a week or a month. Too many non-driving duties, such as loading and unloading, filling out forms, getting through customs, guarding the cargo, could have caused fatigue. Bad weather and a tight schedule may combine with other factors to produce physical overstrain.

The result could be injury to the driver, and to others who share the world's roadways with him.

These are some of the conditions that make road transport one of the most taxing of the sedentary jobs. It also is one of the most difficult to set standards for, in the experience of the ILO.

A first attempt was made in 1939, with the adoption by the International Labour Conference of Convention (No.67) on Hours of Work and Rest Periods (Road Transport).

It defines hours of work and the various elements of which the working period is composed. It sets limits for weekly and daily work, use of overtime, duration of uninterrupted driving, duration of daily and weekly rest.

The broad scope of the Convention, the sheer size of the industry and its highly different conditions in various countries, made ratification extremely difficult. To date there have been only four.

A fresh start at regulation was made in the meeting at the ILO, in Geneva October 21-30, of 18 experts from the field of road transport.

An ILO report prepared for the meeting points up the pressing need for international standards, due in part to the tremendous growth of the trucking industry over the past 20 years.

According to the report, the world stock of service vehicles nearly trebled from 1953 to 1971, increasing from 18 million to 51 million units. Today, the road transport industry is one of the largest employers. The ILO report estimates that about 55 million persons are involved directly with road transport, more or less full time. It

was against this background that the experts called for the adoption of a new and more widely acceptable Convention to improve working conditions, safety and health of professional drivers.

This would be supplemented by a Recommendation containing further provisions concerning such social aspects as weekly hours of work and overtime, and covering also other crew members.

Increased road safety should be a major objective of the new standards, the experts stressed.

– Reprinted from *ILO Information*

Radiation Protection

World interest in nuclear power is rising rapidly and more and more countries see the atom as the only alternative to oil, coal and other thermal sources. As a result, the demand for uranium is expected to reach some 60,000 metric tons by 1980 and this figure will almost double by 1985, the chief of the ILO's Occupational Safety and Health Branch, Dr. Ernest Mastromatteo, told a recent symposium held in Bordeaux, France.

All major producers of uranium were represented at the three-day meeting, organized by the ILO and the French Atomic Energy Commission, to discuss ways of protecting workers from uranium and thorium radiation. Also collaborating in the meeting were the World Health Organization (WHO) and the International Atomic Energy Agency (IAEA).

Despite the progress made in recent years in radiation protection, the death toll among uranium miners and millers remains alarming. This was clearly shown in the paper presented jointly at the meeting by Dr. J. Muller and Dr. W.C. Wheeler, of Canada. The two researchers have matched a list of 8,649 past and present Ontario uranium miners against the province's death certificates from 1955 to 1972. Out of 368 deaths recorded in the group, 116 were due to malignant tumors or lung cancer caused by radiation.

Miners and millers of uranium and thorium face exposure to radon, a radioactive gas given off by the metal ores. Radon diffuses into the working environment where it decays into radioisotopes of polonium, bismuth and lead. Called radon daughters, these radioisotopes attach themselves to dust particles and, when inhaled, may cause slow death by cancer.

New breakthroughs in technical prevention were reported by an American scientist, Dr Aurel Goodwin. Among the latest protective devices are: improved instant working level meters to analyse radiation hazards in the working environment; miniature digital alpha counters for miners and millers; new types of dosimeters for continuous recording of individual exposure; instruments for measuring radiation hazards given off directly by mine surfaces.

All these devices have passed the laboratory stage and are now being put to practical use.

As regards medical precaution, a Soviet specialist, Dr. L. Elovskaja, stressed the need for comprehensive preventive and therapeutic measures. These should include: obligatory medical examination at the time of hiring, checkups every six months, preventive therapeutic treatment twice a year, and safety and health education of workers faced with radiation hazards.

As more and more nuclear plants go into operation, technical and medical defences against the invisible danger should be strengthened, the experts concluded.

What makes the problem even more ominous is the insidious nature of ionizing radiation. It works like a time bomb, taking as long as 25 years to explode.

To help defuse it, the trend is now to move away from what might be called the case-by-case approach on plant level and toward the promotion of internationally accepted criteria that could be used globally.

The ILO-IAEA code on *Radiation Protection in the Mining and Milling of Radioactive Ores* was among the first steps in that direction. Another one was the adoption of ILO Convention No. 115 concerning the protection of workers against ionizing radiations. The Convention has so far been ratified by 29 countries.

Early in 1975, the ILO will hold a tripartite meeting on mines other than coal mines which will also discuss safety and health problems in uranium mining.

– Reprinted from *ILO Information.*

Middle-aged misfits

"Life begins at forty" may be a sugar-coated birthday greeting but for ageing workers the reality of growing old is often a bitter pill to swallow. The lot of the middle-aged misfit: too young to be pensioned, too old to get a job is what really begins for many after two score years—increasingly so during the current period of economic difficulty facing the world.

Refusal to hire workers over 40 was the second most prevalent form of violation of anti-discrimination legislation registered by the US Department of Labor in 1972 and the most frequent in 1973, according to a preliminary study published by the ILO in Geneva.

In western Europe it appears to be current practice to refuse to employ manual workers over 50 and white-collar workers over 40, especially in small enterprises. Manual labourers

are usually hit first and hardest. Specialization, high professional skills and adaptability to constant change are perhaps the best insurance for survival on today's increasingly competitive employment circuit.

The size of the problem is gigantic: the world population of those aged 40 and over now totals 1,010 million and may reach 1,740 million by the year 2000.

The over-45 age group constitutes one third of the workforce in industrialized countries. In Europe, North America, the USSR, Japan and Oceania, this segment of population will swell by almost four million annually during the next five years.

As long as those over 40 are employed, they generally do not have greater difficulties than other workers, but once they lose their jobs they risk being unemployed for a long time.

In Belgium, France, the Federal Republic of Germany, Greece, Italy and Sweden, the average period between jobs for workers over 45 is at present four times longer than for workers under twenty.

In the United States, workers over 45 made up 20 per cent of the total unemployed in January 1973. In Canada, long-term joblessness accounts for 37.4 per cent of all unemployment among workers over 45, as against 25 per cent in the 25 to 45 age category.

The chance of finding a job diminishes gradually up to the age of 50, but after that the difficulty accelerates sharply, the study reports. The unemployment rate for ageing women has long been somewhat higher than for men. This gap has been widening recently, in good times as well as bad.

The ILO has opened a probe of age bias on the job since older workers evidently need special protection, particularly today when the spectre of economic recession is haunting the world.

Why do people above a certain age find it difficult to get work?

First, because of blatant discrimination, the clearest sign of which is the openly-fixed age limit for a job. Widespread in the civil and public service in many countries, this age bias does not help eliminate discriminatory prejudices in the private sector.

Another sign of age bias is the help wanted advertisement. Announcements using such phrases as "recent college graduate" or "junior executive" and similar terms imply that applicants aged forty and over will not be considered.

Discrimination in pay, promotion and other terms of employment is commonplace. Some senior employees already in the enterprise often regard the recruitment of older workers as threats to their own jobs and chances for promotion.

Second, many job difficulties grow out of false impressions about the older person's adaptability to change. This tends to breed prejudice that is not easily eradicated, no matter how unfounded it may often be.

Third, since the middle-aged persons began their working careers many years ago, inevitably their education and training are products of another era in a fast-changing technological world. And not only have their tools of trade become outdated in many cases, but often there are no opportunities for them to refresh their skills and keep abreast of change.

Finally, as people grow older they become physically weaker and this may impair their working capacity for hard and strenuous occupations. On the other hand, the "over forty" have developed a number of qualities which offset this handicap, among them devotion to work, dexterity, stability in employment and greater safety-mindedness.

Several countries have already taken steps to redress the balance in favour of their older citizens, the ILO study notes.

France, for example, has banned the age bias in help wanted advertisements and several other countries are preparing legislation to this effect. Penalties are provided under the U.S. and Costa Rican laws against age discrimination. Colombian and Japanese employers are required by law to employ quotas of older workers, varying according to the total number of their employees.

Other measures seek to increase the period of notice given to older workers. In Sweden, the length of dismissal notice increases after 45. In Belgium, the period is calculated on the basis of the worker's length of service in the enterprise. Socialist countries report that workers get security of employment until they are eligible for retirement pensions.

"Discrimination based on age makes no more sense than discrimination based on sex," says Claude Rossillion, chief of the ILO's discrimination section. "People should be judged objectively on the merit of their real capabilities and not on preconceived ideas. Moreover, in an era of technological revolution and of expanding health and educational facilities, the question of age in relation to work becomes of less and less importance.

"Today," he adds, "there are numerous ways of ensuring that people of all ages are given equal opportunities of employment. We are looking into the possibility of adopting further international standards to help end age bias in employment."

– Reprinted from *ILO Information*

Feedback

Responses to Labour Peace Commission Proposal

Prince Edward Island

This is in response to your request for a reaction to the proposal submitted by Mr. Ed Finn for the establishment of a "Labour Peace Commission" (LG, Nov., p.767).

I would like to commend Mr. Finn for his efforts in attempting to devise some method by which labour strife would be alleviated or lessened. It is certain that we can not stand idly by and permit strikes, lockouts, slowdowns, or any other of the many ways in which the public can be inconvenienced.

It is a certainty that an imposed settlement by any third party is not as satisfactory as one which can be reached by the two major components to a labour agreement.

Reviewing some of the history of labour agreements, I find that a variety of methods has been tried, such as voluntary arbitration, mediation arbitration, mediation commissions and a host of others. These have been referred to as "gimmicks"; which prompts me to pose a question: Is this proposal just creating another gimmick?

I suggest that all factual information pertaining to the items submitted for bargaining purposes could and should be made available to both parties. I would extend that information to include the rank-and-file members of the unions. After all, they are the ones who are going to benefit from, or suffer from, the final result in the settlements. This factual material, statistics and data being provided to both sides, if used honestly and fairly, would be all that is necessary for the conclusion of a collective agreement.

If the proposal for a Labour Peace Commission were to be implemented, I must agree with Mr. Finn that the composition of such a Commission would be of primary importance. It would be essential that the appointees should be persons above reproach by and respected by labour and management.

No government is anxious to be placed in a position where it would have to enact back to work legislation, but I reiterate that the rank-and-file membership must be an informed membership in order for them to make a reasonable judgment on the efforts of their negotiators. Management, also, has a responsibility to make realistic offers to its workforce, made with a sincere desire toward maintaining labour peace.

I harbour one fear in the proposal to establish a Labour Peace Commission; if cases were referred to it in any great numbers, it might possibly be identified as a government wage control board.

Thank you for the opportunity of reacting to Mr. Finn's proposal and I express the hope that others will be giving some thought to ways and means by which we might lessen the strife between labour and management which we so often see.

George R. Henderson,
Minister of Labour.

Manitoba

In response to your letter with attached copy of an article by Ed Finn published in the November issue of *The Labour Gazette*, I would make the following comments.

Mr. Finn's proposal for establishing in each of the provinces and at the federal level what he calls a labour peace commission is most interesting and worth careful study. It should not be dismissed out of hand. I do not feel, however, that I could endorse Mr. Finn's proposition in whole or even in part. It does, I think, present a worthwhile analysis of some of the problems in attempting to

accommodate to the public sector a system of collective bargaining mainly intended for application to the private sector.

The Manitoba Labour-Management Review Committee, chaired by Professor H. D. Woods and composed of twelve representatives from the management community and twelve representatives from the labour movement, have recently published a report on "Public Sector Employee-Employer Relations in Manitoba." I am forwarding, under separate cover, a copy of this report, along with a summary of it, as well as some background information on the committee. You may find this of interest in connection with Mr. Finn's article.

I can see a great deal of merit in a properly constituted national Industrial Relations Commission and perhaps also similar provincial or regional commissions to look into industrial relations problems with a view to improvements in our legislative and administrative machinery.

I would not be in favour at the moment, however, of clothing such commissions with the kind of authority which Mr. Finn's article appears to envisage, which to me is tantamount to compulsory arbitration.

A. R. Paulley,
Minister of Labour.

Canada Minister of Labour

I want to thank you for the probing and thoughtful article published in the November issue of *The Labour Gazette* which presented your views on an alternative approach to labour-management bargaining in the Public Service. My officials and I welcome your letter as an imaginative proposal for limiting confrontation. There is no doubt that you have offered considerable material for public discussion and debate.

Your proposal for a Public Service "Peace Commission" comes at a time when my Department is preparing to celebrate its 75th Anniversary in the Federal Government.

As part of this celebration, we are reviewing the whole process of collective bargaining. As you are aware, collective bargaining is a fundamental freedom of employers and employees in Canada, and we will be looking at a variety of suggestions aimed at making the process work even better in the future. It is proposed that, as part of the on-going dynamic framework within which the review will take place, we should set up a national Labour Relations Council. I have no preconceived notion as to the agenda for such a council, except the broad objective of bringing together dedicated people in government, management and labour to seek solutions to the complex problems of perception and practice in labour-management relations. It is in this context that I find your proposal for a peace commission most helpful.

It is true that I once said last year, as you quoted me, "It's a hell of a year to be Minister of Labour." After all, we did experience record levels of man-days lost through work stoppages. But, I could also have added, "Labour's the most challenging job in Government." I am convinced that the major job confronting all Canadians in the remainder of this century is to devise the ways and means for arriving at a fair distribution of national income. Given the fact that Canada can continue to be a highly productive economy in the aggregate, finding the formula for a fair share is the essential ingredient for achieving what Prime Minister Trudeau has called the just and compassionate society.

In going over your piece in the *Gazette*, I find I am substantially in agreement with your analysis of the many problems besetting labour-management relations, at least in the federal jurisdiction. I do not think there are many who will argue with you that inflation is severely straining the process of bargaining, that trade unions are becoming more militant, and—you might have added—that management is becoming increasingly critical of the "power" and bargaining tactics of trade unions.

But I find I would prefer to place a different emphasis than you do on the consequences of the adversary system as it prevails in Canadian labour-management relations. Given the employer-employee relationship in the public service, or the management-union relationship in the private sector, it is inevitable that collective bargaining will be based, to a greater or lesser degree, on the adversary system. I would go a step further and suggest that public employees have demonstrated in the last five to ten years that they prefer to be part of the adversary system. Employees in the federal, provincial and municipal public services had previously come under a master-servant relationship or had utilized associations which enjoyed little or no bargaining authority. More recently, they have moved decisively in the direction of the trade union movement. I think the critical factor here has been the public employees' determination to have a greater voice and vote in their affairs—and this required the rejection of the authoritarian role of the employer, the repudiation of the company unions, and a growing distaste for decision-making by third parties.

The point I want to make is that the adversary system is going to have to be with us for some time; what we have to examine is how to minimize its negative aspects to the greatest extent possible.

We can do this in a number of ways. First, we have to foster a greater respect by the parties for each other. Management will have to recognize unions as legitimate partners in the enterprise, and unions will have to

accept the essential role of management. Second, the parties should work toward the establishment of an on-going relationship based on co-operation and avoidance of confrontation. Third, the parties should agree on a common source of economic data. This would eliminate much of the shadow-boxing and argumentation which pit the parties against each other and undermine the goodwill that is essential to the day-to-day relationship. Your own suggestions in this regard make good sense. Finally, I believe the parties would benefit by entering into an on-going tripartite relationship which would require the parties to develop a co-operative approach to bargaining and avoid confrontation tactics, and which would involve government only to facilitate solutions to problems. I do not see government as a meddler looking over the shoulder of management and labour, but as an active participant in developing and extending a constructive and co-operative attitude and a favourable climate.

Government, including my Department, can materially assist the parties in a number of ways. We can be expected to review the legislation and keep the rules for bargaining and the work place relevant to changing needs. We could extend the services of our industry specialists so as to encourage a dynamic, on-going co-operative relationship. We must encourage the parties to be responsible to the public interest as well as responsive to their particular interest.

This is a brief reply which does not do justice to your serious and detailed proposal. I believe your proposal will be debated at great length in the months ahead and, with other proposals, will assist us in moving in the direction of finding new solutions to labour-management problems within the collective bargaining system.

John Munro,
Minister of Labour

C&A STAFF CONFERENCE

Regional officers of the Department of Labour's Conciliation and Arbitration Branch came to Ottawa in January to attend a C&A staff conference encompassing a two-day course in transactional analysis and a series of wide-ranging discussions.

Regular staff conferences comprising courses, workshops and seminars, keep the regional officers abreast of the latest industrial relations trends and techniques. Such meetings also give conciliation and mediation staff an opportunity to discuss the issues and problems that they encounter in the course of their work and to benefit from the knowledge and experience of their colleagues.

To deal with various technical aspects of labour-management problems, the department's conciliation and mediation team receives support from other branches of the department.

Among the topics discussed at the January meeting was the relevance and application of data on collective bargaining gathered by the Department's Economics and Research Branch.

E & R is expanding and strengthening its support to regional officers of the Conciliation and Arbitration Branch by providing useful, up-to-date information on national and regional trends in collective bargaining. E & R surveys now cover collective agreements in all industries employing 200 or more workers, compared with 500 or more workers previously. Data are gathered on such contract characteristics as overtime, shift premiums, cost-of-living clauses, vacations, training or retraining provisions, relocation allowances, layoff notice, wage or employment guarantees and sickness benefits.

The Department's computerized data system provides information on collective agreements in all industries except construction. Information can be about the types of settlements in specific industries or about the economic impact of different types of settlement. For example, data could be obtained on the percentage of companies in a certain industry that have negotiated COLA provisions, the percentage with each type of COLA clause, and the economic impact of COLA clauses on the industry.

Left to right: M. McDermott, Asst. Director, C & A Branch; W.P. Kelly, Asst. Deputy Minister, Industrial Relations; T.M. Eberlee, Deputy Minister; A.R. Gibbons, Director, C & A Branch.

Regional conciliation officers pointed out the importance of delineating the various applications of COLA clauses. For example, field staff need to compare the number of uncapped COLA clauses coupled with small percentage increases in basic pay and the number of COLA clauses coupled with large percentage increases. Such information indicates the kind of wage drift that may result.

At present E & R has 2,565 current collective agreements on tape, covering more than two million unionized employees throughout Canada. The computerized data is updated monthly. Data can be retrieved based upon combinations of criteria, and therefore a variety of reports can be produced. For example, data can be selected primarily on the basis of identification of the agreements. The identification codes that can be used for retrieval include industry, region, jurisdiction, union, occupational group and number of employees. Data selected can be based upon provisions of working conditions (hours of work, holidays etc.) set out in the agreements, or a package of working conditions can be established and listings obtained only for those agreements that meet the criteria of the package. There are problems, however, in gathering information about largely unorganized industries characterized by large numbers of new certifications. (eg. radio.)

Because the regional conciliation officers must rely on up-to-date information, the Department keeps them regularly informed via telex or telephone of such things as the most recent CPI figures, the latest COLA clauses and so on.

The Conciliation and Arbitration Branch is planning to bring the chiefs of the regional offices to Ottawa to study the practical applications of the wealth of research material available. The branch is also encouraging more feedback from the regional officers, particularly feedback regarding the usefulness and relevance of the material sent out by headquarters. It was agreed that staff should be rotated between headquarters and the regional offices so that each would become more aware of the needs, problems and modus operandi of the other.

Canada's 1975 Bargaining Prospects

MOST EXPLOSIVE YEAR OF NEGOTIATIONS EVER

by CLAYTON SINCLAIR

It seems like ages ago. Yet the so-called "Pearson formula" that provided 1,200 St. Lawrence Seaway employees with 30 per cent more pay over two years dates only to 1966.

Recalling the speed with which times have changed may put Canada's 1975 bargaining prospects into some perspective. Labour and management have just entered their heaviest year of negotiations ever. It also promises to be the most explosive.

The 15 per cent annual pay increases Mr. Pearson's Cabinet out of desperation decreed for the seaway workers were a sensation in their day. But they have now become an average for all major bargaining units in Canada.

With inflation still out of control, the prospect of a 20 per cent average annual wage increase early this year is almost irresistable. Gains of this size may not be easy for workers in some industries to secure. They nevertheless will be sought, and only the spectre of rising unemployment is apt to sway union bargainers from engaging in a second successive year of record strike activity to back their demands.

All this, admittedly, is a grim picture. Facts, however, do not cease to exist when ignored. Patently, the economy of many sectors continues strong.

Eyebrows were raised in January when 4,000-odd employees of Toronto's Abitibi Paper Co. Ltd. rejected 25 per cent more money over 12 months. But just as stunning was the fact that the company prepared the offer without even bothering to consult beforehand with its unions. The undeniable implication was that this sort of payroll increase could, fairly easily, be handled.

Iron Ore Co. of Canada Ltd. workers in northern Québec and Labrador were not quite as audacious as Abitibi's employees. Their straight wage demands, compounded over three years, have just been set at 54 per cent, with 37 per cent wanted in the first year.

The Iron Ore Co.—United Steelworkers of America negotiations are no ordinary tussle. Whatever eventually is agreed on there will indicate what the nickel and basic

steel industries in Sudbury, Hamilton and Sault Ste. Marie will have to come up with for a settlement.

In 1972, the 2,700-member IOCO workforce struck for three months before accepting annual basic wage increases worth 16 per cent, 3.4 per cent and 3.2 per cent. It is interesting that International Nickel Co. of Canada Ltd. produced an identical settlement in terms of percentages and that basic steel settled later that year along similar lines.

Consider Three Facts

Anyone seeking a rationale for what might seem to be high wage demands in a year that is expected to end with unemployment running at 7 per cent or more need only consider three facts: the number of bargaining sessions due in 1975, the major unions and industries involved, and inflation.

The first point is the least important. Union negotiators during galloping inflation in 1974 went to the bargaining table with only 600,000-odd workers, or 40 per cent of those under major contracts (500 workers or more). They left, albeit after a record number of strikes, with pay increases averaging 14.2 per cent.

The second and third points contain the real prospects for 1975. More than 1,200,000 employees, or 72 per cent of all those covered by major contracts, will be bargaining. Construction, basic steel, mining, textiles, the retail trades, pulp and paper, the railways and the public service are their sectors.

Active First Half

Most of the action will be in the first half of the year. Certainly in the private sector, the outstanding negotiations should wind up with the basic steel industry round in August. By then, the pattern for those who follow will have been set. At this stage, not even the usually fractious railway negotiations, due in the last quarter, hold the same terror for negotiators. Last year's settlement for the railwaymen, which included a fat cost of living agreement, removed much of the tension generally associated with that round.

In the early months of 1975, however, with many workers then not having been to the bargaining table in three years, neither hell nor high water is apt to divert negotiators. Their main goals will be catch-up pay gains, improved pensions, in some cases cost of living allowances and, in the public sector at least, some new bargaining freedoms.

"The potential for strikes," says Dr. Arthur Kruger, of the University of Toronto's Department of Political Science, "is very, very strong. Workers do not really give much of a damn about backlash. They may see what is happening to employment in the United States and be concerned, but they are more concerned about the price of hamburger at home."

Dr. Kruger's ability to sense the mood of labour has not been open to too much criticism in recent years. Prior to 1974, his prediction of a 12 per cent level of average pay increases for major bargaining unit members seemed high. As it turned out, the rate was 14.2 per cent.

The Ontario Department of Labour's view of the 1975 bargaining climate also is clearer-cut than most government statements tend to be: "It will be surrounded by an economy dominated by rapidly increasing prices. A continuing high rate of inflation is predicted and workers' efforts to cope with that will be...significant...in the size of settlements that will be sought."

Public Service Bargaining

Public service bargaining may, in spite of the current concern about individual industry economies, overshadow events in the private sector.

Ontario's 21.7 per cent wage settlement in December for 20,000 "operating" employees of the Government should remind Canadians that public service groups today constitute the largest labour bargaining force in the country. They also are far from being structured along lines that suit everyone. Jurisdictional problems exist over provincial workers, post office employees are only just taking a run at a new bargaining relationship with their employers and practically out of nowhere last year came new groups of hospital employees. The wage gains eventually made by the last organizations threw some provincial budgets far out of line with what had been expected. They also created the basis for new demands by other groups of provincial employees.

This year, of 1,200,000 workers due to negotiate major contracts, 519,000, or two out of every five, will deal directly with federal, provincial or municipal governments. Counting teachers, hospital workers and the employees of crown institutions such as Canadian National Railways and the Canadian Broadcasting Corporation, government will have a stake in agreements affecting 817,000 Canadians or two out of three seeking new contracts during 1975. This information is not spelled out in any government publication. But it can be pieced together from data in Labour Canada's 1975 calendar of expiring major collective agreements.

Federal Service Leads

The Federal Government will lead all jurisdictions in the volume of direct public service bargaining during 1975. There, 95,020 employees will come to the bargaining table, apart from groups in the postal service, the crown corporations, crown agencies and the St. Lawrence Seaway Authority.

Ontario will follow, with 57,000 seeking new wage agreements and groups totalling 52,000 due for fringe benefit reviews. Québec has direct negotiations with 35,000 in the government administration sector (albeit another 200,000 are spread among teacher, hospital and other groups). Alberta faces 19,000 public servants; Manitoba 14,400. Saskatchewan will deal with 9,000 public service workers and the four Atlantic provinces will face about 20,000 between them. Montreal, Toronto, Edmonton and a number of other major cities will be negotiating with their local workers. On top of that will be Air Canada crews, longshoremen employed by shipping arms of the Government, the operating and non-operating Canadian National Railways workers and large groups of hydro and other utility workers employed by the provinces.

The rationale Ontario government negotiators used for granting their "operating" employees a 21.7 per cent wage increase was that private sector pay for the heavy equipment operators, hospital workers and others in the category had risen extraordinarily during the previous 18 months. The same disparity, they said, had not occurred between private and public pay levels for, say, clerical workers. Thus, the reasoning went, comparable wage increases would not be in order for many other government employees.

No Reluctance to Strike

Canadian unions over the last 15 months however, have demonstrated no reluctance in striking to meet demands they consider equitable. In 1974, for example, 1,216 work stoppages resulted in 9,255,120 lost man-days. The worst the country had ever recorded in a previous year was 724 stoppages during 1973 and 7,800,000 lost man-days in 1972—the year of the massive strike by Quebec government employees, teachers and hospital workers.

Rising militancy in many government unions during 1975 could result in walkouts, regardless of their legality, in support of pay or collective bargaining demands. Labour is in just that sort of mood.

Two court rulings, one in Québec, the other in Ontario, will encourage many employees to press their cases by the use of wildcat strikes.

Mr. Justice Jules Deschenes, of the Québec Superior Court, refused a Québec government request for an injunction that would have sent several hundred Montreal Transit Commission mechanics back to work. He contended that injunctions have been abused for years by governments; and the courts, where the power lies to grant them, should no longer be called on to resolve labour disputes. That, he said, is primarily a responsibility of the governments themselves. Late in December, Mr. Justice John Osler of the Ontario Supreme Court threw out a similar bid by the Windsor Board of Education in a case involving teachers.

These rulings will make it difficult for governments to stand pat with existing rules, particularly for public service bargaining.

The relative resiliency of the Canadian economy, notably since August 1971, when the United States imposed its tough economic controls, has been remarked on many times by foreign observers.

An important U.S. publication early this year summed up one point by saying "The steady pressures (by Canadian workers) for wage and other contract terms that equal—or even exceed—those in the U.S. could complicate (1975) bargaining." It perhaps was speaking of something other than wage demands: U.S. workers in the present year seem broadly to ask for a maximum of about 12 per cent.

Management Concerned

What has happened to Canadian wages since August 1971 quite understandably has management concerned. Walter Lawson, President of the Canadian Manufacturers' Association, has expressed worry about the growing success of Canadian unions in their ancient drive for wage parity with Americans. "Lower labour costs," he says, "have helped to compensate in some measure for the enormous advantage that the U.S. domestic market, 10 times the size of ours, gives U.S. manufacturers."

Wage Parity

Wage parity, however, became a fact for Canadian manufacturing workers during 1974. Their average hourly wage in July was $4.43, or one cent more than their U.S. colleagues were earning. Construction wages in Canada, at $6.62 an hour in September, were still 5.9 per cent below the average American level, but Canadian miners are the best paid in the world. In September, their average, $5.73, was 7.2 per cent above the comparable rate in the U.S.

Canadians continue to speak of productivity rising faster here than in the U.S. Available statistics early this year tended not to bear them out. The basis for Canadian and

American calculations vary but total output per man-hour in Canada in 1972 rose by 3.7 per cent (and by 4.0 per cent in the U.S.). Manufacturing productivity, on the same basis, was up 4.4 per cent that year in Canada (but up 6.2 per cent in the U.S.). Both countries fell far short of these performances in 1974. Private economy productivity in the U.S. fell 2.7 per cent on the year. Comparable Canadian figures will not be ready for a year; but measured on a raw, per-worker basis that does not consider the number of hours worked, productivity here rose by 0.3 per cent over the first nine months. Both the U.S. and Canadian figures embrace farm and non-farm workers.

Canadian workers have gathered together some significant "fringe" benefits over the last few years.

Cost of living allowances cannot be lumped into this category. But they were contained in 25 per cent of all major contracts by mid year compared with only 7 per cent in 1971. Growth undoubtedly will be up substantially by the time Labour Canada issues its next report.

Dental care packages also are becoming more common. On December 31, 1973, insurers reported 973 group contracts, most of them union-negotiated. The following day, the number in force totalled 1,710—a rise of 76 per cent. At that time, 623,000 Canadians were covered, or 22 per cent more than in 1973. The figures did not include auto industry workers whose plan started only last September.

Layoffs Create Concern

The wave of layoffs that struck Canadian industry at the beginning of 1975 created some concern among economists that the year-end unemployment forecast of 7.4 per cent by the Conference Board in Canada may be reached before then. Joe Morris, president of the Canadian Labour Congress, expects it to reach 7 per cent by December or January. But Wood-Gundy Ltd., the Toronto investment dealer, believes it will be 7.3 per cent before this summer. Employment this year is expected by the Conference Board in Canada to rise by only 101,000, which would be only 27 per cent of last year's increase of 378,000 jobs. But the country will be called on in 1975 to cope with a smaller increase in the labour force. Forecasts late in 1974 were that only 2.7 per cent more workers would enter the job market this year, compared with 4.2 per cent more during 1974.

Total personal income is expected to rise by about 14 per cent in 1975 compared with 17 per cent during 1974. But disposable income should rise by 16 per cent, as it did during 1974, this time because of indexing and other tax measures.

All this is probably cold comfort to economists in the Canadian Labour Congress. "Since the beginning of 1973, the purchasing power of the average worker's income had reduced by 4 per cent and organized labour has fared only marginally better."

The CLC says bluntly that "the view that inflation is caused by the excessive demands of over-powerful unions is simply fatuous." Moreover, Joe Morris, its president, while saying that labour will co-operate to the extent it can to remedy the country's economic problems, warns that workers in 1975 will be bargaining for everything they can get.

Looking back at the 1966 seaway settlement served its purpose. Like George Herman Ruth's 60 home runs in the 1927 baseball season, it may be impossible ever to forget it, but it no longer is the benchmark it once was. Most parties would agree that wages and bargaining today are a whole new ball game.

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A NON-ECONOMIST'S GUIDE TO LABOUR PRODUCTIVITY

by FREDERICK STAPENHURST

Changes in productivity are being increasingly recognized as a major influence on a wide range of economic goals, including more rapid growth, higher standards of living, improvements in the balance of payments, inflation control, and even more leisure. If economic indicators were classified on the basis of the interest they arouse in most people, however, items such as unemployment and inflation would be at the top of the list, and productivity would probably be at the very bottom.

There is considerable confusion in discussions of the importance of productivity, mainly because of lack of agreement on the definition of productivity. All too often, the person who is speaking will adopt his own definition. Ask workers what productivity means, for example, and nine out of ten will say that it means management squeezing more work out of the employee, a "speed-up" in production, or the elimination of jobs. The information scientist will claim that it means better and faster communications, better reporting mechanisms and more information. Industrial engineers will declare that it means better utilization of capital and the employment of more efficient technology, while sociologists talk in terms of motivation and behavior.

All of these definitions are correct in various degrees but, for the purpose of this article, productivity will be considered in a strict economic sense. To the economist, productivity refers to the relationships of output to the labour, materials and machines (factor inputs) that are used to make the goods and services we consume.

A disturbing aspect of Canada's economic performance in recent years has been the declining rate of improvement in productivity. Whereas in 1971 labour productivity increased by 3.3 per cent, in 1972 the rate was 2.0 per cent and in 1973, only 1.6 per cent. Not only does this performance compare badly with the Economic Council's target rate of 4.0 per cent, but it looks particularly gloomy when compared with international productivity rates. Between 1966 and 1973, manufacturing output per man-hour in Canada rose by 3.3 per cent compared with 3.8 per cent in the U.S., 4.6 per cent in Britain, 7.2 per cent in France, 6.2 per cent in Germany and an astronomical 12.7 per cent in Japan.

The productivity growth rate changes from year to year and even from quarter to quarter. Influences on productivity growth can be classified as either short-term or long-term. Short- and long-term forces are at work simultaneously, but the short-term influences are so powerful they can easily overwhelm long-term forces.

Generally, labour productivity declines during an economic recession and increases during an economic boom. In times of a recession, employment usually declines, but not as much as production. Some workers may lose their jobs, but many skilled individuals, who would be difficult to replace were they laid off, are retained even when they are not needed for current production. Consequently, output declines more than the man-hours worked, causing productivity to decline. Partially offsetting this decline is the general tendency of employers to release less efficient

workers first and to rehire them last; thus, when employment declines, the general quality of the workforce increases. Furthermore, the productivity decline is offset somewhat by the shortening of the average workweek, which causes workers to be less fatigued and thus work more efficiently.

During a period of economic growth, on the other hand, output grows more rapidly then employment and man-hours are spread over many more units of output, causing average productivity to increase with rising output. Acting to offset these productivity gains, to some extent, is the hiring of new workers who may be relatively inefficient and the lengthening of the workweek, which increases worker fatigue.

Whereas short-term changes in productivity are generally caused by fluctuations in output and employment, long-term changes in productivity are affected by more basic factors such as the quality and quantity of equipment available, the quality of the labour force and the efficiency with which factor inputs are combined.

During the postwar period, about 60 per cent of Canadian economic growth has come from more factor inputs and about 40 per cent from increased productivity. This is the reverse from the situation in Western Europe, where the relative importance of more inputs of labour and capital was 40 per cent and a more efficient use of resources accounted for 60 per cent of growth. As Table 1 indicates, it was the sheer increase of the labour force that was the major factor contributing to growth in the 1950s and 60s. (More precisely, as a result of the postwar baby boom and immigration boom, employment growth contributed 32 per cent to the Canadian economic growth rate between 1950 and 1962, and 46 per cent in the more recent period 1962-67.) New investment outlays in Canada provided about the same contribution to growth as in the U.S. or Europe. Even though the Canadian labour force has been increasing rapidly recently, and even though a strong world demand for raw materials and energy will increase investment needs, it is likely that the quantitative aspect of factor inputs will contribute less in the future to overall growth than in the past. Qualitative aspects of the labour force and of capital equipment together with market opportunities will be more important in the achievement of high economic growth rates.

Some valuable information is obtained on the past economic performance of the Canadian economy when the gross contribution of labour is excluded from the growth components. As Table 2 indicates, labour productivity has greatly benefited from a rise in the average level of education. In the late 1960s as much as 20 per cent of the growth in net national income per person can be attributed to that factor. However, because part of this increase in the education content of the labour force resulted from the immigration boom, and since the average level of education as a whole is likely to grow less rapidly in the future, education cannot be expected to contribute as much to growth and labour productivity in the future as in the past.

Average labour productivity has been slowed down by two factors which although socially desirable and potentially conducive to economic welfare, have nevertheless erased the production gains derived from the raise in the average education content of the labour force. First, Canadian workers have chosen to conserve part of their productivity gains by increasing their demand for leisure and reducing their average working period. The work week has been generally shortened and the expansion of the service sector has allowed easier implementation of part-time employment. Second, with the coming to maturity of the postwar youth population, the labour force is shifting toward a heavier representation of younger, less experienced and less stable workers. Although the associated lower productivity cannot be considered as a permanent feature of the economy, it does indicate a reduction in the rate of increase in the quality of the labour force. The female labour force participation rate has also increased significantly, and many of the women taking jobs, sometimes after several years absence from the labour force, have moved into low-productivity employment. To the extent that this higher participation rate for women is a permanent feature in the structure of the labour force, it is essential that some special policy considerations be given in order to maximize productivity. For example, it is necessary for both firms and governments to recognize the new economic role of women and to implement policies designed to raise their levels of training and education to those of men. Moreover, it may be desirable to encourage more flexibility in work schedules, such as adopting a ten-hour-shift-four-day-week format, or to simply generalize the system of flexible working hours.

In what economists call a perfectly competitive economy, no one is hired unless the amount earned from the sale of his output exceeds the wages paid to him. In such a situation, the money obtained by selling the individual's output ultimately determines his wages. Thus there is a direct link between productivity and wages and salaries.

Wage and salary increases larger than productivity gains result in higher prices. It seems to be this type of wage-push inflation that is plaguing the Canadian economy at the present time. (Since labour costs are the highest portion of production costs, when labour costs increase, and all else remains unchanged, the price of whatever is produced also increases.) For the employees who have received pay increases, the impact of higher prices is cushioned by the rise in pay, but for those who did not

gain an increase, the rise in prices causes a decline in real income because their money buys fewer goods and services.

The ratio of output to factor inputs is a measure of total factor productivity, or the efficiency with which factor inputs are combined. If we were able to measure exactly how much each factor, such as labour, added to total output, it would be possible to calculate the contribution each factor makes to increasing total output; the ratio of total output to a single input is called partial factor productivity. Although exact measurement of partial factor productivity for the economy as a whole is impossible, it is possible to estimate the contribution each factor has made to increasing output. For example, over the years, the amount of capital equipment per worker has increased and this has been a significant source of productivity growth. At the same time, the quality of that capital equipment has improved, and as old machines were removed, more efficient ones took their place. Thus, more machines as well as more efficient ones contributed to productivity growth and helped society produce more goods and services.

According to recent estimates published by the Economic Council of Canada, better utilization of men, materials and machines has caused productivity to increase at an average annual rate of 2.4 per cent during the postwar period. Estimates such as this are made after detailed and time-consuming study in an attempt to measure the precise contribution of each separate factor. To obtain more current productivity estimates, a simple process is used. We simply count the number of man-hours worked and use the total as a proxy for other measures of factor input into the economy. Current estimates of total output are also made on a routine basis, so it is relatively easy to estimate labour productivity by forming the ratio of real output to number of man-hours worked.

It is possible for the real income of employees and society in general to increase even if their nominal income, or actual pay, does not. There are periods when unit labour costs fall because productivity rises faster than wages and salaries. In such a situation, employers have the possibility of charging lower prices for their products or to raise profits. Thus, in a perfectly competitive economy, productivity gains would lower costs, and competition would force goods to be sold at a price equalling the cost of production.

Of course, this situation does not exist in reality. Many, if not most wages and prices are not set in competitive markets. Many workers and employers exercise a degree of monopoly power, and the gains from productivity are not usually distributed by lowering prices. Instead, workers usually try to increase their wages to the full extent of productivity gains. If they succeed, the result usually shows up in higher costs which employers try to recover by raising prices. If the workers don't succeed, the gains show up mostly in profits. However, if labour and management acted *as if* a perfectly competitive economy existed, all members of society could benefit. Productivity gains could be used to lower prices rather than raise wages or profits and everyone would be able to buy more goods and services with the same amount of money.

Increased efficiency in the use of resources is the ultimate source of increased output per person and the major source of growth in the economy. The most important resource in our economy is labour, and increases in the quality of labour have been an important source of the increase in labour productivity. Whether or not Canada is able to effectively control inflation, reduce the balance of payments deficit and lessen the amount of labour unrest depends to a large extent on the policies adopted regarding productivity. Productivity gains in the future will tend to result from planned structural changes within each main production sector. For example, a more efficient manufacturing sector is unlikely to develop unless there are sustained incentives to renew investments that will allow an increase in labour productivity. A more productive economy allows society to enjoy an increase in real national income, rather than have different sectors of society attempting to gain larger shares of an unchanging national income and see the supposed gains vanish with inflation.

TABLE 1—Share Contribution of Factor Inputs and Output per Unit of Input to Growth

	Canada 1950-62	U.S. 1950-62	N.W. Europe 1950-62	Canada 1962-67
	(Percentage Shares)			
National Income (Growth Rates)	100 (4.8%)	100 (3.3%)	100 (4.8%)	100 (6.0%)
Factor Inputs	59	58	36	64
-labour	(32)	(33)	(18)	(46)
-capital	(27)	(25)	(18)	(18)
Output per Unit of Input	41	42	64	36
-improved allocation of resources	(15)	(8)	(15)	(9)
-economies of scale	(13)	(11)	(20)	(13)
-residential sources of growth	(13)	(23)	(29)	(14)

Source: D. Walters, *Canadian Growth Revisited 1950-67*, Economic Council of Canada, Staff Study No.. 28, Information Canada, Ottawa 1970, p.38

TABLE 2–Share Contribution of Factor Inputs and Output Per Unit of Input to Growth of Net National Income Per Person Employed

	Canada 1950-62	U.S. 1950-62	N.W. Europe 1950-62	Canada 1962-67
	(Percentage Shares)			
Net National Income (Growth rates)	100 (2.8%)	100 (2.2%)	100 (3.8%)	100 (2.6%)
Factor Inputs	26	36	20	16
-hours worked	(-7)	(-8)	(-4)	(-9)
Labour - age-sex-composition	(-4)	(-5)	(1)	(-7)
-education	(10)	(22)	(6)	(20)
-housing	(8)	(10)	(1)	(5)
-foreign investments	(-1)	(2)	(-1)	(-3)
Capital-				
-non-residential structures & equipment	(23)	(13)	(14)	(11)
-inventories	(2)	(3)	(4)	(2)
Output per Unit of Input	73	64	80	84
Decline in agriculture	(23)	(11)	(12)	(16)
Decline in Self-Employment	(5)	(2)	(4)	(5)
Economies of scale	(23)	(17)	(25)	(30)
Residual sources of growth	(22)	(34)	(39)	(33)

Source: D.Walters, *Op cit.* p.41.

At the time of writing, the author was employed as a research analyst with the Industrial Development Bank in Ottawa. He is currently employed as an Economic Analyst with Canadian Industries Limited, Montreal.

IT'S TIME FOR UNIONS TO RETHINK OBJECTIVES

by JEAN PELLERIN

Unionism, which had been properly considered to be the bearer of progress within the capitalist system, now threatens to destroy it, and those concerned with this result may very well ponder whether it is not now opportune to revamp it. That is to say, should there be:

1. a departure from now-outdated arguments;
2. a renewal in methods of taking action;
3. a collaboration with the system of unions rather than a conflict with it?

Without reviewing in detail the way unionism approaches and handles matters it must face, unions generally, and particularly in Québec, are running the risk of destroying the progress to which they themselves have so greatly contributed by always blindly favouring the arrival of repressive political organizations.

1. Departure from outdated arguments

Unionism in Québec has shown itself so much engulfed in barren dogmatism and a collection of stereotyped ideas that its spokesmen have lost all credibility. These spokesmen rant and make public spectacles of themselves, but succeed in obtaining applause from only the simple-minded. Their overwhelming simplifications and their craze for reducing everything to a two-sided fairy tale impresses only the primitive.

It is alarming that the "Brains Trust" of Québec unionism has taken only a few years to fall apart. Only a short time ago its opinions and its analyses were noticed and respected. Today it is completely immersed in hackneyed propaganda, childishly reducing the world to a simplified pair of opponents: good employees against bad employers, the good poor against the bad rich, a bad system (which we now have) against a good system (which they dream of).

This dualism, inherited from the nineteenth century, has long since been folkloric, but the Québec unionists hold on to it dogmatically. Also, they seem oblivious to the fact that hateful capitalism, which long before had been denounced by Marx, has disappeared almost without trace.

Some background

Since its birth, the capitalist society has known many changes. In turn, it successfully withstood the tests of industrialization, unionism and a breaking-up of colonialism.

We know at what rate industrialization gave birth to its great enterprises which, by virtue of their massive power and considerable workforce, succeeded in prodigiously multiplying the rate and volume and production, provoking, at the same time, an acceleration in the rate and volume of consumption. The great enterprise, and it is not

necessary to be cryptic about it, has greatly benefited from the age when raw materials (because of colonialism) and labour (because of the weaknesses of unionism) were cheap and also available in abundance.

The advent of unionism, followed by an acceleration in the breaking-up of colonialism, necessitated a change in the rules of the game. It became much less possible to bank on cheap labour and to obtain raw materials at bargain prices. "Old capitalism" had to cope with criticisms, strikes and all sorts of difficulties, so much so that ultimately it was compelled to adapt itself to the new realities to which it had itself so greatly contributed. It adjusted itself, and we witnessed the birth of a new capitalism, less arrogant, less egocentric and more conscious of its social responsibilities.

In its evolution, capitalism used a number of approaches inspired by socialism and, conversely, socialism, in its evolution, used approaches inspired by capitalism. This evolution appeared as an inevitable consequence of the action taken by businesses and unions and of simple common sense. Therefore, while unionism was growing capitalism strived to control the excesses of its own growth and it seems that unions have grown without noticing the improvement in capitalism. Militants continued to denounce the vices of yesterday's capitalism, but in doing so have shown themselves less able to discern those infinitely more subtle vices found in present-day capitalism. It happens that, without doubt, for those bitten by revolutionary romanticism, yesterday's capitalism presents a target to be constantly hit.

This change in capitalism has largely displaced the traditional Marxist argument so that today many unionists fail to realize that, like Don Quixote, they are fighting windmills. A kind of professional distortion prevents them from seeing the real danger, namely, the fall of a system which they pretend to scorn as they would a tattered garment, being oblivious to the fact that this old garment is more dear to them than they think.

A middle class of workers

At first unionism was truly a union of poor workers, defenceless in the face of an enterprise often arrogant and all-powerful. At that time, one could really speak of poor workmen exploited by wealthy employers lacking a soul. Today many poor workers still exist, but not in the large enterprises or unions, rather in the shapeless mass of unskilled workers who belong to no union. Unionized workers no longer form part of that class known as "poor workers," many of them having paid dearly to leave that class. Most certainly, the unionized workers continue to be a part of the working class, but their skilled and also protected trade, their high wages and standard of living have, thanks to unionism, made of them an elite class of workers: a formidable and well-entrenched middle class. This selfish and easily offended middle class often shows itself as a whipped dog but it more properly resembles a wolf in sheep's clothing waiting for the opportunity to bite the hand that feeds it. Union leaders never neglect an opportunity to present things in such a manner so as to show union members as being exploited, defenceless and at the mercy of all-powerful businesses and governments. Conforming to the old Marxist precepts, they ardently seek to maintain the war between the classes, but this dodge is seen through too easily and it no longer obtains.

The self-centredness of unionism

Organized by some people for the purpose of disrupting the democratic mechanism, the war between classes not only appears artificial but also is a great hoax. A super-unionism serving the poor class? Nonsense! Becoming big business in its turn, this super-unionism is arrogant and self-centred. It thinks only of its own interests. In Québec, the large unions never stop reiterating that they are fighting for the poor and oppressed workers, but in reality they defend only the often-mean interests of their members. They do not fight for the poor workers; they cause strikes at their expense and to their detriment: strikes to realize infinitely higher wages for them, shorter hours, longer vacations and all kinds of fringe benefits, indexing wages to the cost of living, or even wage parity with unionized workers in other provinces.

This confrontation with unions which we have had to witness in recent years does not exactly leave the impression of a conflict between the poor and unjustly treated on the one hand and the uncompromising rich or an abusive political power on the other. (Nowadays people often complain more of the softness of employers and government.) On the contrary, we get the impression of being spectators in a fight between giants. Two powers seeking to tear each other to pieces and to destroy themselves: an elite working class jealous of an elite body of employers: the maintained set loose against the maintainers. In short, the human workforce is set up against the power of money and in this confrontation of two egoists, it is the strongest that almost always prevails, and the strongest is no longer the business or the government but the union establishment. We have now reached this point. In Québec, as well as in England and some other European countries, social obligations are attacked and breached and the "union machine" begins to disobey the rules of the game and contrives wantonly to derail the wheels of democracy.

Renewal of methods of action

Unionism has indeed succeeded in hurdling the first stage of its existence, but we get the impression that it does not

really know what must constitute the second stage. The methods of action and, in particular, the use of strikes inherited from a gallant era, today seem worn out, so much so that we wonder whether it is not now opportune to consider other methods.

To unionize non-unionized workers

Since its birth, unionism has succeeded in grouping and organizing the cream of workers, that is, those found in the largest numbers in the most important sectors of the labour force and who can be easily grouped together. This "cream" of workers makes contributions, in some cases rather extravagant, to an "inner circle" which forms the power of the movement. Yet, unionized workers represent no more than a small portion of the Québec labour force. There is a large number of non-unionized workers who have a great need of unionism in order to improve their lot but it seems that the appropriate unions are in no hurry to bother with them. How can this lack of interest be explained? Is it thought that these "little unskilled workers" are not worth considering or are perhaps more readily available for hire? Is it that they prefer to use large sums of money for the purposes of ideological propaganda rather than for the creation of an organization of "little workers" for whom they prefer to shed crocodile tears for the amusement of spectators?

If it is agreed, however, that in its first stage unionism principally organized the main trades and services and certain occupations, it stands to reason that the second stage will consist in organizing those workers left out, who also have a right to union services. Future efforts undoubtedly lean this way. If union leaders really want to improve the lot of exploited workers, it is on the part of this large majority of non-unionized workers that their new campaign lies and not on the side of empty mythology or labour agitation no more spontaneous than its mere appearance.

We live in a curious time. As we listen to certain moralists demanding that families bear and raise children, that churches dispense religion and that schools teach, so it is necessary to demand also that unionism organize further rather than play politics or agitate.

Distrust in militants

Unionism certainly has its disposal theorists who are contemplating the work of the future. We get the impression that some of these theorists have succeeded in making one believe that the future of unionism was limited to labour unrest. What a serious mistake to make when one considers that in Canada four fifths of the labour force is yet to be unionized. We also get the impression that some theorists have succeeded in making one believe that the future of unionism consists in "breaking up the system." This also is an aberration: it is intellectual daydreaming and cannot be serious. There is nothing easier than to place a stick between the spokes of a wheel of a cart. But one must be truly crazy to believe that in so doing the wheel will break and the cart stop.

No imagination is required to provoke sporadic agitation in militant quarters, CEGEP students or social workers. The impression of great uneasiness can easily be given. But resorting to expedients in order to create such impressions reveals the weakness of the cause which requires those on the fringes to assume a role that the masses refuse to play. The masses are not duped. The cause implies that the masses are on its side but this hoax deceives no one. The populace does not side with the rowdy causes of Québec unionism. On the contrary, and as revealed by a recent Gallup poll, this type of unionism exasperates it. A unionism that really desires to provide in the future services worthy of those it had rendered in the past must resist resorting to similar methods; and the best means of achieving this goal is to rid itself of those badly motivated persons who constantly return to them. A robust and effective unionism does not need a dogmatism and a collection of intellectual clowns or romantics. As has been said, revolutions are not started only by rattling sabres!

But of all the methods of action worth being thought over, the strike appears to be the most important.

Strike action outdated

Formerly, a strike was a tragic and serious matter. It was the sign of great tension or grave injustice in some areas. All knew that resorting to strike action took place only after eliminating all other means of pressure and after a considered vote of the majority, if not all, of the unionized workers involved. Everyone knew also that the strike had an unswerving, very precise and easily explained objective. A strike was called to assert a right (the right to unionize for example), or to better truly impossible working conditions, or to contest flagrant abuses. The soundness of the cause was almost invariably the force of pressure behind a strike. Also, in those days, it was evident that it was the strike itself that caused leaders to budge. Almost automatically, it attracted the sympathy of a public to which the bad faith of employers and government often appeared evident. Additionally, at that time the collective agreement won following a strike or hard bargaining commanded the admiration of both unionized workers and employers. Both sides considered it unthinkable or unfair to breach it or not to live up to it to the letter until its termination.

Times have changed. Far from being the signal of great tension or grave injustice, the strike today appears to be more and more outdated and lacking in pressure. This no

doubt springs from the fact that it was so much abused in its use over very minor matters. A strike no longer appears as an expression of common resolve but rather as the business of a "Mafia union" which has become proficient in the art of manipulating crowds in circumstances where objectives appear more ideological than practical, more intellectual than catering to the interests of those who are led into a strike. In today's strike there is almost nothing to be seen of an assertion of rights or a correction of injustices. Instead, we see an expression of collective selfishness. A strike is called for some vague principle of wage parity, to have wages indexed to the cost of living, and it is "tough luck" on those who are not unionized! Strikes are called also over some overprotected and well paid employees who no longer wish to work overtime, or over essential services refusing to work on holidays.

As the power of the unions grows, the strike becomes antiquated in the sense that it can no longer settle objectives as convincingly as those it pursued in its heroic era. In addition, it wrongs not only the employer but the democratic institutions, the strikers themselves, other unionized workers, the public at large, and the unions. Strikes no longer attract public sympathy; they do no more than increase irritation so that one can say that the effects of a dispute are henceforth more negative than positive.

Damage brought about by strikes

A strike has always had as its objective the harming of a business in order to obtain certain advantages. However, it is necessary to know how to gauge pressure. Pushed to its hilt, a strike can ruin a business and close it down, a result that is indeed of no use to the strikers. This situation does not often materialize directly although it is appearing consequentially. The phenomenon of recession now emerging is perhaps not altogether due to the escalation in prices determined by the excessive demands for even greater wage increases; but it results largely from such matters.

We know the circle, at the same time logical and vicious; increases in wages lead to increases in prices; increases in prices end up in a reduction in demand (as is the case today in the automobile industry); a reduction in demand (for the automobile) causes massive layoffs at the General Motors and Chrysler plants, pending those that are bound to be produced in the steel industry.

Once more the unions are not solely responsible for the slowing down of the economy but they have no right to ignore their great responsibility with respect to inflation, recession or depression. They are part of the system and on this account are responsible in the same manner as the large corporations for its operation, good or bad. But if a strike nearly always injures private enterprise, it is much less harmful to the public corporation, which generally can do nothing else but suffer a deficit in the essential services it provides. For example, in calling a strike affecting public transportation, money is lost neither by the authorities nor by the public. On the contrary, a saving occurs by the reduction, for a time, of a deficit. Consequently, a strike does not at all harm the operators of such services. It harms only the users of the service, those who have no means of pressure at their disposal. They can only champ at the bit and warmly curse, not the authorities swamped with demands, but the unions for becoming so selfish. But the misdeeds which unnecessary strikes risk fostering have stretched well beyond strict economic considerations.

Let us acknowledge that uncontrolled or uncontrollable strikes inevitably end up marring democratic institutions in the sense that governments find themselves progressively led into practising almost systematic intervention in such conflicts. Furthermore, it is the unionized workers themselves, and at times even the employers, who solicit this state intervention. If this tendency is maintained, we are rapidly moving toward being controlled by the state: a practice contrary to the spirit of a sound democracy. And then, do not all these appeals to government bear witness to the moral decline of strike action as a means of pressure?

The misdeeds of strike action are felt above all by the strikers themselves and consequently by a great number of workers. Only unionized workers are able to strike. Now it is not unusual for these people to earn $200 or more a week; in a strike of one month's duration this represents a loss of more than $800. It is seldom that strikers succeed in obtaining a settlement that compensates for such losses. All those who have experienced a strike have to acknowledge, at least to themselves, that the experience hardly paid off. Certainly when a settlement is reached they claim that they have won. They laugh, but on the wrong side of their face. One has squandered his savings; another, being unable to keep up the payments, has had his car repossessed; and yet another has lost his home. We have heard also of cases of homes' being completely shattered over a strike. Henceforth, strikes represent a loss for those who go on strike or who endure one.

What is to be said now of losses suffered by workers who, even though not on strike, find themselves affected by one that hits hard in a sector touching them? The strike by dock workers made idle thousands of truck drivers. The stoppage of work by structural steel workers paralysed some 50,000 employees in the construction industry in Québec: a strike by truck drivers can cause considerable losses to farmers; a strike by postal workers has crippled many a small business; a strike by common carriers complicates the lives of workers who live far from their place of work. Today one can say that strike action has

become a luxury that unionized workers can hardly afford.

In the days when these workers earned no more than 50¢ an hour, remarked George Meany some time ago, it had been possible to so organize assistance so as to enable workers to sustain a strike without great hardship to themselves. Today a mere two week stoppage of work can cause repossession of a striker's car of foreclosure on his home. Mr. Meany, who, being the President of the AFL-CIO, should know what he's talking about, concludes that strikes are no longer an adequate means of applying pressure. We see evidence affirming that, for strikers, a strike leads to losses infinitely greater than the gains they hope to derive.

The uselessness of strikes

If strikes appear useless, it is without doubt because of the way they were abused as a pressure tactic. Crying wolf so often resulted in a deaf ear and a curse from those who listened.

To prove that a strike is not worth much any more as a means of pressure, one can emphasize the fact that it has greatly hardened resistance in those against whom it is directed (employers, governments or the public), that those who called it must now resort more and more to extreme devices in order to prove their point. The most recent device is violence. Today it is not often that strikes are settled, without violence; and now unlawfulness is being added to violence. Lately an appalling number of strikes have succeeded in extorting settlements from the authorities by openly acting unlawfully, showing that it is no longer the strike that achieves the end, but violence and defiance of the law. People who individually would never dare to break the law feel justified in doing so behind a screen of group anonymity. They defy the law and when that unsettles the government and derails democracy, they feel so strong. It is a sweet but dangerous illusion. We get back to the idea of the stick and the wheel mentioned above. When one feels as strong as or even stronger than the established authority, then defying the law is the simplest thing in the world. But such defiance is not a show of courage, as certain militants would have us believe; they seek to give this strategy the appearance of civil disobedience — that's another piece of trickery.

Civil disobedience, as taught by Thoreau, Tolstoy and Gandhi, is an eminently serious and grave matter; an ultimate weapon to which one may resort in order to check unfair legislation. It has no place where an employer's offer is considered insufficient or where one wishes to breach a collective agreement. It is clear then that civil disobedience presumes the existence of an unfair law, that is, a law imposed without the consent of those who are required to obey it. Opposition to a law legislated democratically by elected representatives is not civil disobedience, but sheer sedition. Individuals or groups yielding to civil disobedience must accept the sanctions provided for those who refuse to obey the law. This is not the case with the unions. They enjoy defying laws which they do not like without suffering the consequences. At times they achieve their objective. This is a grave infringement of democratic principles; a disorder loaded with consequences. When the strong succeed in defying the law with impunity so that the weak must submit, peace in a society is no longer possible.

No matter which class they belong to, men were intended to live together. Now, living together in a society means accepting the authority given to those elected by a majority, and the laws and agreements voted and concluded democratically. It is what is called a social contract; a consensus which no member of society may depart from. Refuting this principle, or, if you like, this system, is a refusal to live in society; that's absurd!

3. To improve, not to destroy the system

The system which is said to be so bad is better than it is made out to be by its detractors. To reiterate *ad nauseam* that it is rotten is nothing more than a ficile cliché, a gratuitous statement that hardly convinces the workers, who primarily preoccupy themselves with their children, better schools for them, necessary income for a certain standard of living, holidays and the little things that make life pleasant, pensions for their old age, etc. To imagine that it is otherwise or that workers can more readily obtain these things in a system other than ours is being naive or blind to the facts.

The best system is that which has contributed most to make society evolve democratically and, no matter what is said, this system remains the one we now have: a system which allows each one to choose for himself as he pleases. It is by virtue of these liberties and rights allowed by the system that it was possible for unions to appear and grow so freely. If they expect to avail themselves of these same rights and liberties to destroy the system that allowed them to become what they are, they will provoke not its downfall but its hardening.

Already we notice the tendency toward intervention. Governments must constantly become involved in the affairs of unionized workers, often at their express request. This is irregular. Moreover, the government must intervene in conflicts involving public services (transportation, hospitals, schools) since in those cases, it is the employer; it is itself that must preside at the negotiating table. Even with due deference to the freedom of movement of its top leaders, the government cannot remain aloof when the

common good is at stake, when violence explodes or the law is defied. To support that which some scornfully call "law and order" is not a hateful task or a regressive step for a government. It is its most fundamental duty, the very reason for its existence.

4. Corrective measures

There must be peace between unions and the system. It is the most logical and desirable course to take. On the one hand, unions are no more than a minority of the whole community and accordingly will never succeed in breaking up the system, especially since for them it would be the worst thing to do. On the other hand, the government will never succeed in bringing unions into line as long as they choose to be unruly. Therefore, is it not time for both sides to lay down their arms? When one cannot fight the adversary of one's choice, the wisest thing to do is to make peace with him.

A system works only as well as those who are parties to it are willing to make it work. Nothing escapes this simple proposition that's as old as the world. Governments cannot impose by force the terms of a social contract, but the unions can make it come about painlessly if they wish to make some small effort to emerge from the revolutionary romanticism in which they have allowed themselves to become bogged down. To co-operate with a system without which nothing could have been accomplished should not, after all, be so difficult, since to relive past revolutions when there are those of the future to be undertaken is a sheer waste of time.

Organizing all the working world—not only that part forming the elite group—from the point of view of building a new city and not of setting up obstacles appears, from all the evidence, to be the task of today's unions. On its part the government must hasten to find, on the one hand, measures to reaffirm the importance of being bound by social obligations accepted by all, and on the other hand to check the disorder created by the recurrence of excessive strikes. In requiring obedience to the law, including the labour code, governments must have an iron hand in a velvet glove. This code was not conceived so as to prejudice workers, but, on the contrary, to help them. It is necessary to revise the code, not to suppress acquired rights, but to give it more strength by a precise interpretation more capable of curbing certain excesses. There is no need to suppress the right to strike only because it is abused by thoughtless persons, but there is indeed a need to regulate resort to it. We must return to the ethics of yesteryear giving the strike its serious and tragic character and rendering the strike vote more strict and more democratic. It is necessary that this vote be taken by the majority of union members and not only by a majority of those members present at a meeting abruptly called.

The majority of unionized workers are terrified of strikes. They, as well as the non-unionized workers and the authorities, go through them hardly knowing how to protect themselves against them. If the strike vote had been regulated in a stricter manner, there is no doubt that a number of strikes, work stoppages or other study sessions would never have occurred. The government might look also to revising the labour code in such a way as to again give the collective agreement the character of viability which it enjoyed in the past. It could finally establish compulsory arbitration in matters concerning disputes affecting the police, firemen, transportation, health services and education.

If one had to summarize this in one phrase, one could say that governments must help unions to rethink their objectives and their methods of action.

Jean Pellerin is an editorial writer for *La Presse*, Québec. This article appears in the March number of *La Gazette du Travail*.

HUMANIZING THE WORKPLACE

The worldwide trend in big business toward humanizing the workplace may soon make dreary, mind-dulling jobs a thing of the past, according to a report by French Professor Jean Carpentier. His study, published recently in the *International Labour Review,* describes the new organizational techniques designed to make work more pleasant, but warns that their success depends on the co-operation of workers and the general public.

More and more experiments are being carried out every day in the most varied types of undertaking and in many different countries to discover how work can be made more satisfying, Carpentier says.

He points to declining standards, sloppy workmanship, spreading absenteeism, work stoppages and labour disputes as a sure sign that workers, particularly young people, are no longer willing to put up with dull, repetitive jobs. Employers, he explains, have tended to stifle human initiative by concentrating workers in factories run on hierarchical lines. They have fragmented and standardized tasks to simplify recruitment, minimize training, and ensure that workers are interchangeable. In other words—to quote former ILO Director General Wilfred Jenks—they have created too many jobs "fit for an unthinking robot...an insult to the dignity, aspirations and cultural level of 20th century man."

"Paradoxically, these new aspirations run counter to the technological and economic advances that have made them possible," Carpentier observes. "And one can see a growing discrepancy between the level of education and vocational training received, and the actual skill requirements for available jobs."

Industrial nations are now wealthy enough to give some thought to job satisfaction, he maintains. Industries that are taking steps to improve the work environment range from petroleum and electronics to glass and telephones. Carpentier estimates that in 1973, 30,000 workers in France—almost 1 per cent of all semi-skilled workers—were more or less directly involved in the many types of work reorganization being carried out in that country. In 1972, at least 150 Swedish undertakings were conducting experiments; in Norway, trials were underway in at least 40 firms. Among firms experimenting with alternatives to assembly—line production are Renault in France, Fiat and Olivetti in Italy, Philips in the Netherlands, Volvo and Saab in Sweden, and Imperial Chemical Industries (ICI) in Britain.

Workers should feel that they are shaping their own future and even their own products, Carpentier believes. The experiments in work reorganization range from upgrading individual tasks to collective participation in administration and technical management.

Among the techniques employed are *job rotation*, where employees are switched to different tasks every few days or weeks; *job enlargement*, where the scope of the work is widened and an individual or group might be given responsibility for several operations; *job enrichment*, where the employee is made to feel he is involved in a worthwhile total operation; and the *autonomous work group*, a collective form of organization that may use to varying degrees the techniques of rotation, enlargement and enrichment.

Carpentier warns, however, that products may have to be altered and equipment redesigned before onerous or unhealthy repetitive jobs can be eliminated entirely. But while this is often possible—either through total automation of certain processes or rejection of certain types of products or services—it "presupposes a significant change of attitudes and of judgments regarding the utility of such goods and services," he says. Moreover, those involved in job-restructuring "will need the support of workers assigned to the new jobs... who will have to make an effort to acquire the necessary training and assume certain responsibilities."

Carpentier's study does not foresee a return to the artisanal work concept advocated by some people concerned about the increasingly complex industrial system, but the author concludes that humanization does offer a real hope for the future—if it is "total." He stresses that job reorganization is only one part of the overall task of improving the working environment. It will be most effective when coupled with (1) improvements in the physical conditions of work; tempo, length of work day, heat, dust or gas pollution, shift and night work, and (2) "improvement of the worker's occupational and social status."

G.S.

JOB TRAINING: SNAGS IN CANADA'S WEST

by ASHLEY FORD

"So you're looking for a job, eh?"

"Yes...but I don't want to do just any old thing. I'd really like to get trained in something."

"Well, there are training courses available; perhaps an apprenticeship would be the best thing for you."

After hearing a conversation like this, one might reasonably assume that the job hunter would indeed find a suitable apprenticeship program and would become a skilled journeyman.

Unhappily, this is not the case in the three western provinces. It just isn't all that simple any more to find an apprenticeship program. British Columbia's training schemes are completely inadequate, and there are other problems with programs in Alberta and Saskatchewan. In spite of all the lively, appealing ads that offer workers the chance to acquire job skills, the current systems are not producing an adequate pool of skilled workers. So the West, rather ironically, finds itself short of manpower when other areas of the continent have high unemployment problems.

The Causes

There are many reasons for this situation, and there is no single pat answer to the problem just as there is no single culprit.

Over the past few years, British Columbia has become a "Mecca" province: workers from other sections of the country and from abroad have drifted over the Rockies seeking a better way of life. The labour force has grown steadily, but the proportion of skilled workers has not kept pace, and this situation is not likely to change for a considerable time.

The economies of Alberta and Saskatchewan are healthy, mainly because of the great resource boom that has existed over the past 18 months. Jobs are going begging everywhere—and skilled workers are particularly in demand.

Bureaucracy, combined with employers' reticence to become involved in training schemes, appears to be another major problem. Four groups are concerned with job training—management, trade unions, and the provincial and federal governments. There seems to have been a marked lack of vision and co-operation among the four in their efforts to develop apprenticeship and training programs. In the words of Don Lanskail, president of both Forest Industrial Relations and the Pulp and Paper Industrial Relations Bureau—the collective bargaining arms of the B.C. forest industry—"The four groups have so far found it impossible to co-ordinate efforts effectively. The jurisdictional problems between the two senior governments evolve at times into downright antagonism."

It is a sad commentary on the whole industrial strategy of B.C. that, out of a workforce of more than a million, just over 1 per cent are involved in apprenticeship or job training programs. In spite of a falling-off in the B.C. economy, mechanics, welders, machinists, and skilled miners are still in strong demand.

And the picture is the same in Alberta. With the province's economy booming, the Alberta Federation of Labour fears major labour shortages, especially if the tar sands

development goes ahead and the rest of the economy keeps bubbling along.

Eugene Mitchell, executive secretary of the Federation, says that the apprenticeship program in his province is basically good. "Generally speaking, we have more apprentices here than anywhere else," says Mitchell. "But there could be shortages. There has been a real advertising program by the apprenticeship branch over the last year to get more people in." At the end of 1973, there were 9,596 apprentices in the province, out of a workforce of about 700,000.

Pushing for Change

One of the leading advocates for a shake-up of the current B.C. system is Vancouver-based Pat O'Neal, vice-president of the Canadian Paperworkers Union. O'Neal, one of the most respected trade union leaders, has been waging a one-man campaign to drastically improve the job training situation. His efforts seem to be bearing fruit: there are signs government and industry leaders are waking up to the fact that something has to be done.

O'Neal prodded the provincial Government early in 1973, and when he got little response, prodded again. Labour Minister William King then announced a government-sponsored conference in manpower and job training: a concrete sign of some interest in the deplorable situation. O'Neal is very critical of industry. He maintains that it has failed "miserably" to promote or encourage apprenticeship or training programs. His complaint is backed up by some pretty heady statistics. There are, says O'Neal, only about 800 apprentices in the whole B.C. forest industry, which employs about 60,000 industrial workers. He compares this to the construction industry, where there are about 700 apprentice carpenters out of a workforce of 8,000. Considering that the forest industry accounts for 50 per cent of the provincial economy, the ramifications of Neal's charges are very disturbing. "There is complacent neglect of such tradesman training by government and industry," he says, "while we have the spectacle of B.C. companies advertising nationally for skilled workers."

O'Neal also reacts heatedly to suggestions that the skill shortages can be met by importing workers from foreign contries: "We have reached a deplorable state of affairs if we must recruit tradesmen from other countries to meet our needs." He maintains that the importation strategy is short-sighted and would deny thousands of young Canadians the opportunity to learn skills and trades.

His suggestion is a unique "assessment" scheme, which could be used to make employers fulfil their training responsibilities. Employers who failed to provide proper apprenticeship training for some reasonable percentage of their employees would have to pay a special assessment. "This course of action," says O'Neal, "would enable the province to expand and improve its own apprenticeship training programs. It would also," he suggests, "be eminently fair in that only those employers who fail to meet their quota would be assessed."

But is industry totally to blame? The actions of others have also contributed to the problem. Don Lanskail admits that industry has been deficient, but he also points a finger at the trade unions, maintaining that some of their policies aggravate the situation. He feels that one solution might be what he terms "an institutional approach." In Lanskail's view, industry and unions are victims of the fact that there has been no institutional framework available for the co-ordination of training and apprenticeship programs. For want of a better name, he suggests that a B.C. Trades Training Authority be established to take over this function. Its formation, he cautions, would have to be done with a great deal of care.

Enabling legislation from the senior governments would be required, so that the Authority could function meaningfully and effectively. "It would have to be made clear that no government would be supreme—the Authority itself would be supreme."

Lanskail admits that the establishment of such an authority would be difficult: "But the problems are not impossible to overcome: given sincerity of approach they could be solved." He believes that if the Authority were set up, all the current fragmentation could be put "into one hole." Another impediment, in Lanskail's view, is the approach taken by the trade unions. They have various rules, which, he says, are followed too rigidly. He maintains that the emphasis on seniority, for example, prevents younger workers from taking advantage of apprenticeship openings. He cites the case of a 58-year old man who was selected, over several younger applicants, for a three-year training program. "That will leave him only four years of skilled work before retirement. He is clogging up the program."

Another area of employer concern is union insistence that apprentices not be allowed to perform a work function for the first few years. The unions, says Lanskail, are trying to maintain continual pressure on employees to hire more and more workers; if they can keep men idle, they can continue the pressure. Lanskail reiterates his suggestion of an Authority, pointing out that it could cut out these bottlenecks and set up a screening process. "This approach would take the problem out of the labour-management bear pit," he says.

A Union View

Jack Munro, western regional president of the International

Woodworkers of America, debunks Lanskail's seniority argument. "It doesn't hold water. In everything you do there is a transitional period. If you get into a training program, sure there are initially going to be some older workers who would want to join, and what's wrong with that?"

But, says Munro, that sort of situation would be short-lived, and the younger workers would then become involved. He is very blunt about the situation. "The main problem is that employers won't train workers. It's as simple as that." He agrees that apprenticeship training is "in a mess." Munro maintains that "employers, especially in the forest industry, look at everything through a cash register philosophy. They appear to be afraid that if they train the older worker they will only get 20 years of work out of him. It seems that they would rather be short of skilled workers, so they take a chance on training the odd young person, who is much more mobile than an older person, who is established in the community."

Other Contentious Areas

There are many other problems. The most advantageous use of finances is a problem that all sides grumble about. The unions complain that Canada Manpower is not putting its resources to the best use, and the companies moan that they shouldn't have to bear all the financial brunt. It's a never-ending argument that just makes the overall situation even more confused.

One of the most insidious practices is the not-so-gentle art of "poaching." Unscrupulous employers who refuse to involve themselves in training programs are all too ready to poach away newly-qualified skilled workers. Bob Blanchard, third vice-president of the Western Region of the IWA, has been confronted by the poaching menace. He recounts that at one set of negotiations the union told the employers they had to get involved in apprenticeship programs. "We were told that rather than get involved, they would steal from each other," he says.

It's no wonder that the good employer asks himself why he should go to the trouble and expense of training workers if they are going to be spirited away as soon as they have completed their training.

How valuable is a skilled worker? Perhaps a description of what has been going on in the B.C. construction industry would provide a good example.

In mid-1973, the construction unions went on strike for improved wages. After considerable resistance, the contractors finally agreed to a $2.90-an-hour package increase over two years. They then found themselves paying bonuses of up to $2.00 an hour over the new rates to keep workers on the job or entice them away from other firms.

A Changing Scene

The whole spectrum of job training has changed. It used to be that a company could train a man for a particular trade and expect that skill to carry him through until retirement. The employer could reasonably expect also that the employee would stay with the company for the rest of his working life.

The world just doesn't go around like that any more. Today's workforce is mobile and, to a certain extent, governed by a different work ethic. Some also contend that, in this age of technological advancement, one skill may not be enough. A worker may find he has to retrain two or three times during his working life to keep pace with the changing world. An employer, considering all this, may decide that the return is not enough to justify the expense of training.

Financial Questions

It would seem obvious that some sort of financial co-operation on the part of governments, unions and employers would be in order. But that requires better planning and co-ordination. Governments must decide how far the taxpayer should be expected to go in underwriting the training programs of private industry. How, for instance, might training costs be recovered from companies who employ graduates of government-sponsored training programs?

Then there is the matter of pay for trainees. It is a highly contentious issue. Unions don't want to see apprenticeship and training programs used as sources of cheap labour. Nor, presumably, would they like to see a worker go on lower pay while learning new job skills.

Pat O'Neal has deplored the pay rates for trainees, maintaining that with current rates of inflation, apprentices find it impossible to subsist, especially when living away from home.

Once again, the British Columbia Government is showing concern. The Government recently accepted a recommendation from the provincial apprenticeship committee that apprentices' wages be raised. The previous scales, which had not been raised since 1968, provided for an hourly starting rate of not less than 35 per cent of the prevailing rate for the trade in the establishment employing the apprentice. The new scale provides for a minimum rate of not less than 50 per cent of the prevailing trade rate. The apprentice's wages cannot, in any event, be less than the provincial minimum wage rate of $2.50 an hour.

Labour Minister William King expressed the hope that this new scale would benefit current apprentices and provide an incentive for those who are considering the idea.

In addition, the provincial Government has entered into an agreement with the Federal Government that should increase the availability and improve the quality of skilled manpower. The agreement is designed to provide workers with the opportunity to upgrade their earning power by offering more effective and comprehensive training assistance. Significantly, the agreement implicitly recognizes that manpower training programs can be fully effective only with close consultation and co-operation.

The B.C. Government has established a Manpower Needs Committee to assess the current and anticipated needs of the province. The Federal Government made $18.3 million available in the 1973-74 fiscal year for the purchase of institutional training, including apprenticeships, and for the payment of administrative costs incurred by the province in support of industrial training. The Government has also pledged that the basic amount allotted for future years will not dip below that $18.3 million figure.

Some see the gearing-up of apprenticeship programs as a simple way of redressing the skilled labour imbalance. But, says one Canada Manpower economist, it takes a long period of shortages to convince employers that they must train their own workers.

Others have suggested that along with expanded training programs should come a streamlining of the criteria for journeyman status. It is contended that employers demand more training and education than the job really requires, thus barring many from doing skilled work. But suggestions of reducing the training period do not sit well with the unions. Lanskail suggested at the B.C. manpower conference mentioned earlier that some on-the-job training programs could be cut from three years to three weeks. He claimed that because of the lengthy training periods required by unions, many tradesmen are ending up overtrained—"like a doctor hired to do first aid work."

Cy Stairs, president of the British Columbia and Yukon Building Trades Council, termed Lanskail's suggestion "a lot of bloody nonsense." He says that some of the big forest companies don't do their fair share under apprenticeship programs but do their share of yelling for skilled labour.

Legislation

One of the more radical, but still viable suggestions is that government legislation be enacted to force employers to accept their responsibilities in the training area. Harry Penny, director of education for the Amalgamated Construction Association of British Columbia, says that legislation should be introduced making contractors responsible for training apprentices in all provincially and federally funded construction projects. Speaking at a panel discussion on manpower shortages, Penny noted that similar legislation enacted in California early in 1974 has produced a record number of apprentices.

Other Proposals

Yet another suggestion is a modular certification that would permit workers to become proficient in one specialized area of an operation. But once again, the unions do not seem keen on the idea that a man not be completely trained in a particular trade.

It has also been suggested that the construction industry, in particular, could benefit in the long term from the establishment of Junior Builders Clubs in secondary schools and from colleges that would provide instruction in all aspects of construction education.

To be effective, solutions may have to be undertaken on a broader scale than is now covered by the existing programs in particular companies or industries. If this happens, training programs will probably involve government to a greater degree than at present. Certainly there is an obvious need for much better planning of labour requirements. Governments now generally seem opposed to going outside the area to get skilled workers. And if industry and unions cannot properly provide sufficient numbers of skilled workers, governments may have to do the whole job themselves. Only then will the imbalance be overcome. There are fears that a continuing or worsening imbalance could produce major labour disruptions in the future.

There seems to be no short-term answer to the apprenticeship-training problem. It bodes ill for the future of industrial development in the West. Emphasis cannot be shifted to job-creating secondary industry if there are not enough skilled workers to do the work or enough training programs to teach the skills.

The job of overcoming the confusion and problems of training will not be easy. It will take a comprehensive, co-ordinated approach from all concerned—government, industry, and trade unions. It will also require the best intentions of all concerned.

Ashley Ford is Labour Reporter for *The Vancouver Province*. Born and educated in New Zealand, he has worked on papers there and in the United Kingdom, including *The Manchester Guardian*.

LABOUR LEGISLATION in Canada in 1974

Part 1A: General Industrial Relations

by WILLIAM H. LANGFORD

A section of the Statute Law Amendment Act of October 15, 1974 applies to the new Labour Code of British Columbia, described in *The Labour Gazette* for last October (page 726). An amendment to the Alberta Labour Act provides for collective agreements relating to the construction of oil sands plants. The main developments in 1974 in labour relations legislation, dealing with "special groups" such as teachers, public servants and the construction industry, and with "emergency" dispute-settlement situations, will be described in a later article in this series.

Collective Agreements

Under the B.C. Labour Code, each of the parties to a collective agreement were previously required, upon its execution, to file one copy with the Minister. The amendment requires two copies to be filed with the Minister and one copy with the Labour Relations Board.

The powers of an arbitration board to substitute a penalty when an employee has been dismissed, suspended, or otherwise disciplined by an employer for proper cause, and the collective agreement does not contain a specific penalty for the infraction, is now a power of the Labour Relations Board as well.

Certification

Added to the powers that the Board may exercise when, after an inquiry, it has found that unfair labour practices have been committed is that of the imposition of such conditions as it considers necessary or advisable upon the trade union concerned. If the conditions are not substantially fulfilled to the satisfaction of the Board within 12 months from the date of the certification, or within such lesser period of time as the Board may order, the certification is cancelled.

When a representation vote is taken, a "majority" is defined as the majority of the employees in the unit who cast ballots and who vote to elect the trade union as bargaining agent for the employees in the unit.

Jurisdiction of Board

The Board's exclusive policies to determine the extent of its jurisdiction and any fact or question of law necessary to establish its jurisdiction is expanded.

Included now are:
—review of panel decisions;
—determination of appropriate bargaining unit;

—determination of whether or not a person is a member in good standing of a trade union;
—successor rights and obligations;
—arbitration procedures concerning referral to an officer or the board.

Alberta Amendment

A bill amending the Alberta Labour Act came into force on Royal Assent June 6, 1974. A new division is added to the legislation specifically to provide for collective agreements relating to the construction of oil sands plants.

Principal contractor

A principal contractor has the authority to bargain collectively on his own behalf and on behalf of any other employer engaged in the construction of an oil plant in a lease area with any trade union that is the bargaining agent of the principal contractor or any other employer engaged in the construction of an oil plant in a lease area.

The term "principal contractor" means the person, corporation, partnership or group of persons primarily responsible for the construction of an oil sands plant.

Collective agreements

Matters which are bargainable are:
—wages;
—health, welfare and pension benefits; and
—vacation and other holiday benefits.

Existing collective agreements are to remain unaffected during bargaining under the new provisions.

The new provisions apply notwithstanding any existing registration certificate or collective agreement that affects either the principal contractor or other employers.

Conciliation procedures under the Labour Act do not apply where bargaining is carried out under the new provisions.

A collective agreement entered into between the principal contractor and the trade union is binding on: the principal contractor; the other employers on whose behalf the principal contractor bargained (i.e., other employers engaged in the construction of an oil sands plant in a lease area); any other employer who subsequently becomes engaged in the construction of an oil sands plant in the lease area; the trade union representing workers in the lease area and the employees on whose behalf the agreement was signed.

Collective agreements are deemed to remain in force until the completion of the construction project.

Where a collective agreement is entered into under the new provisions, the principal contractor, other employers on whose behalf the principal contractor bargained, subsequent employers engaged in the lease area tar sands plants, the trade union, and the employees on whose behalf the trade union bargained are deemed to be excluded from; any registration certificate and its effects, any other collective agreement and, where applicable, any application for a registration certificate that, but for the new provisions, would have applied to the parties mentioned above.

Suspension of other provisions

The new provisions suspend certain other provisions of the Alberta Labour Act (revocation of certification, termination of a collective agreement, duration of an agreement, terms of an agreement) from application to agreements made under them (i.e., the provisions).

Labour Relations Boards

Amendments to the Prince Edward Island Labour Act and the Labour Relations Act in Newfoundland establish panels of the Labour Relations Board.

In Prince Edward Island, a panel consists of either a chairman and two or more members, or three or more members designated by the chairman of the Board. Two or more panels may proceed with separate matters at the same time. Any matter that is referable to the Board is referable to a panel, which has the power and authority of the Board. Decisions are made on a majority basis.

The legislation to be proclaimed in Newfoundland will empower the Lieutenant-Governor in Council to appoint as many part-time "representative members" of the Board as he considers proper. These members, equally representative of employees and employers in the province, hold office for two years and are deemed to be members of the Board only while serving on a panel of the Board.

A panel consists of the chairman or the vice-chairman if appointed by the chairman, and the two representative members who are representative of employees and employers in the industry or service with which the matter before the panel is concerned. Two or more panels may proceed with separate matters at the same time. The chairman may refer to a panel any matter that is before the Board and to the Board or another panel any matter that is before a panel.

A panel has the power and authority of the Board, its decisions are those of the majority, and it ceases to exist when the chairman decides that the matter it is considering is completed.

In British Columbia, the Labour Relations Board Regulations were amended to include, among other things, an additional holiday in line with the British Columbia Day Act, which laid down the first Monday of August as a legal holiday.

Some of the requirements concerning applications to the Board for hearing complaints on strikes, lockouts, picketing and limitation of production are modified. Previously, the Board could direct the employer to bring the application to the attention of affected employees in some other way in addition to posting notices. Either one or both methods of notification are now acceptable. Further flexibility is added to the application provisions by the Board's being able to permit, at the request of either party or on its own motion, any party to initiate or proceed with an application without fully complying with the regulations.

The Board may notify the parties that formal hearing of the complaint and application will be postponed pending investigation or attempted resolution of the dispute by the Board.

A contesting party is no longer required to set out in a statutory declaration the material facts upon which it relies.

The Board may, without holding a hearing:
—dismiss the complaint;
—postpone making an order until the parties, in accordance with a procedure agreed to by the parties and sanctioned by the Board, have endeavoured to settle the matter in dispute; or
—make such other order or proceed in such other manner as it deems appropriate.

The foregoing article is the first of a two-part report, one of a series of six describing developments in Canadian labour legislation during the year; included is legislation enacted before December 31, 1974. Part B of Labour Relations will cover "special groups". The remaining five reports will deal with: human rights; labour standards; industrial safety; workmen's compensation; and apprenticeship and tradesmen's qualifications.

(Mr. Langford is a member of the Analysis and Evaluation Division of the Department's Legislative Research Branch).

50 YEARS AGO

A proclamation published in the Canada Gazette of February 28, 1925, declared "that the protection and perpetuation of our forests are vital to the continued industrial welfare and national strength of Canada and to the health, comfort and prosperity of our people. . ." and called for the country-wide observance of "Save the Forest Week." Meeting in Winnipeg, the Labour Women's Social and Economic Conference passed resolutions concerning Canada's immigration policy, old age pensions, and the enactment of some form of unemployment insurance; and a report on farmers' organizations in Canada were among the topics discussed in the March 1925 number of *The Labour Gazette*.

"Save the Forest Week" in Canada

A proclamation was published in the Canada Gazette of February 28, 1925, directing public attention to the immense losses sustained by Canada through forest fires, and requesting observance of the week April 19 - April 25 throughout the country as "Save the Forest Week." The proclamation declared "that the protection and perpetuation of our forests are vital to the continued industrial welfare and national strength of Canada and to the health, comfort and prosperity of our people; that the forest industries in Canada, next to agriculture, constitute the most important source of the national income, and that the prosperity of the country is dependent on a stable supply of raw materials from these industries, which are now threatened with extinction unless the appalling wastage through forest fires can be curtailed . . ." The proclamation appealed to settlers and others engaged in land clearing, to observe the Dominion and provincial fire laws that had been enacted for their protection as well as for the preservation of the timber resources of Canada. It was further suggested "that loggers, sawmill operators and others interested in timber operations should see that all equipment and appliances designed to prevent the origin or spread of fires shall be overhauled and placed in a state of thorough repair; that such persons should review with care the fire protection requirements of the legislation under which they operate; and that they should see that all employees working under their direction are properly instructed as to the danger of fire."

Labour Women's Social and Economic Conference

The Labour Women's Social and Economic Conference, which met in Winnipeg on February 17, 1925, passed resolutions condemning the immigration policy of Canada, urging the adoption of a scheme of adequate old age pensions, and instructing the executive to appoint a committee to give particular attention to the enforcement of laws governing working conditions of women and girls. Some 45 delegates, representing the Women's Labour League, One Big Union auxiliaries, Forum organizations, and other groups, from points between Fort William, Ont., and Medicine Hat, Alta., attended. Concerning unemployment, a resolution was passed to the effect "that in view of the fact that production and distribution had proved inadequate to properly provide for the working man, it was the duty of the Dominion Government to institute, some form of state unemployment insurance."

Farmers' Organizations in Canada

In the Manitoba Legislature on February 10, 1925, a member of the Legislative Assembly commended the Manitoba Farmers' Union "for making the protection of human life its first consideration by adopting a rule that no farmer make payment on a mortgage or debt by depriving his family of necessities." The Farmers' Union of Canada held its first convention in Saskatoon in 1922. Its aim, among others, was through legislation, to obtain control by the farmers of the main Canadian produce. The preamble to the constitution of the Farmers' Union was similar in its phraseology to that of the One Big Union.

An account of the various farmers' organizations in Canada was given in the Report on "Organization in Industry, Commerce and the Professions in Canada," published yearly by the federal Department of Labour. The report stated that the chief farmers' organization for the purpose of promoting legislation in the interests of farm workers is the Canadian Council of Agriculture with which most of the organizations operating under the name of United Farmers, as well as other important bodies, are in affiliation, giving the council a membership of 150,000. The strongest numerically of the United Farmers was the Ontario association, which reported a membership of 35,000 for 1923. The United Farmers of Alberta was the second strongest of these bodies with 14,790 members in the same year. In 1922 the United Farmers of Nova Scotia, New Brunswick and Prince Edward Island were amalgamated under the title of Maritime United Farmers. After a trial of one year, the plan of amalgamation proved unsatisfactory and the provincial associations reverted to their former status.

PRICES & EMPLOYMENT

Consumer, December

The consumer price index (1961 = 100) rose 1.0 per cent, to 175.8 in December from 174.1 in November. All major components advanced, but an increase of 1.4 per cent in the food index was responsible for more than two fifths of the all-items rise, and an increase of 0.8 per cent for housing contributed a further quarter. The tobacco and alcohol component increased 2.2 per cent, and that for clothing 0.6 per cent. Advances of 0.4 per cent were recorded for both the transportation and the recreation, education and reading indexes. The health and personal care element rose 0.7 per cent. The all-items index was 12.4 per cent higher than in December 1973. The accompanying table, which gives a comparison of the average of the 12 monthly indexes for 1973 with those for 1974, shows an annual average advance of 10.9 per cent.

Food

The food index advance of 1.4 per cent, to 201.6 in December from 198.8 in November, was mainly because of a 1.5 per cent rise in the level of prices of food consumed at home; higher prices for sugar and beef were chiefly responsible for the increase. Food eaten away from home increased 1.0 per cent. At the beginning of December retail sugar prices were nearly 25 per cent higher than in the previous month, and beef prices, reversing a three-month downward trend, rose 4.2 per cent from their November level. Pork prices showed mixed movements over the month, advancing, on average, 0.9 per cent, in contrast to poultry prices that declined 3.3 per cent. Declines were recorded also for fresh produce; vegetable and fruit prices averaged 5.3 per cent and 3.5 per cent lower than in the previous month. Prices for processed vegetables and fruit continued to rise to levels of 28.6 per cent and 17.6 per cent, respectively, above the December 1973 level. An increase of 1.0 per cent in the dairy products index in the latest month was mainly because of a further increase in fresh milk prices. The cereal and bakery products index rose 1.5 per cent as a result of higher quotations for such items as cookies, cake mixes and breakfast cereals. Margarine prices rose 6 per cent—65 per cent above their level of a year ago. Between December 1973 and December 1974, the total food index increased 17.1 per cent—the price of food consumed at home rising 17.0 per cent and that for food consumed away from home, 17.8 per cent.

Housing

The housing index rose 0.8 per cent, to 173.5 in December from 172.0 in November, and was 10.2 per cent above its level of a year ago. Within the shelter component, home-ownership costs advanced 0.8 per cent and rents 0.3 per cent. The household operation element rose 1.1 per cent, mainly because of higher domestic gas rates in several centres, general price increases for most appliances, and advances in such household supply items as floor wax, food wrap and light bulbs. Furniture prices rose in some centres, and increases were also registered for tableware, floor coverings and linens.

Clothing

The clothing index advanced 0.6 per cent, to 158.2 in December from 157.2 in November, mainly because of increased charges for clothing services that rose, on average, 5.0 per cent, as a result of higher prices for dry cleaning, laundry and shoe repairs. There was an increase of 0.5 per cent in the men's clothing component due to advances in most items surveyed. Increases of 0.3 per cent in the children's wear index and 0.1 per cent in the footwear component were recorded. The women's wear element declined 0.3 per cent, primarily because of sale prices on some items of outer wear, and the piece goods index declined 0.2 per cent. Between December 1973 and December 1974, the clothing index rose 9.2 per cent.

Transportation

The transportation index rose 0.4 per cent, to 157.7 in December from 157.1 in November. This increase was mainly due to higher taxi fares in Montreal and Winnipeg and to increases in the plane and train fare indexes. Motor oil prices rose in several centres, but the average price of gasoline declined for the sixth consecutive month. The transportation index has increased 11.6 per cent since December 1973.

Health and personal care

The health and personal care index rose 0.7 per cent to 178.7 in December from 177.6 in November, mainly because of price increases for most toiletry items in several centres and higher charges for men's haircuts in Vancouver and Victoria. Prescribed and non-prescribed pharmaceuticals also recorded general increases.

Recreation, education and reading

The recreation, education and reading index rose 0.4 per cent, to 166.3 in December from 165.6 in November, mainly because of generally higher prices for toys and games and increased hotel rates in some cities. The home entertainment component was unchanged, as increased prices for television sets, in several cities, were offset by scattered price reductions for stereo combinations and phonograph records. In the last 12 months, the r.e.r. index has advanced 12.1 per cent.

Tobacco and alcohol

The tobacco and alcohol index advanced 2.2 per cent, to 152.0 in December from 148.7 in November, and was 11.0 per cent above its level of a year ago. Most of the increase was due to generally higher cigarette prices and to increases for home-consumed beer in Quebec.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. Between November and December, the total goods index advanced 1.0 per cent, with the main impetus coming from non-durable goods, which rose 1.3 per cent—primarily because of higher prices for food, tobacco and alcoholic beverages and health and personal care supplies. The index for durable goods rose 0.6 per cent, mainly because of higher quotations for appliances and furniture. Semi-durable goods advanced 0.3 per cent as a result of higher prices for men's and children's wear, and for toys and games. A rise of 0.9 per cent was recorded in the services index with the major contributors being the shelter, clothing and transportation elements. In the latest 12 months, the total goods index advanced 13.9 per cent and that for services 9.7 per cent.

	Consumer Price Indexes for Canada (1961 = 100)		Percentage change between corresponding months in 1973 and 1974
	1973	**1974**	
Month			
Jan.	144.5	157.6	+ 9.1
Feb.	145.3	159.2	+ 9.6
March	145.7	160.8	+ 10.4
April	147.3	161.9	+ 9.9
May	148.4	164.6	+ 10.9
June	149.7	166.7	+ 11.4
July	151.0	168.0	+ 11.3
Aug.	153.0	169.6	+ 10.8
Sept.	153.9	170.6	+ 10.9
Oct.	154.3	172.2	+ 11.6
Nov.	155.5	174.1	+ 12.0
Dec.	156.4	175.8	+ 12.4
Annual Average	150.4	166.8	+ 10.9

Wholesale, November

The general wholesale price index (1935-39 = 100) rose 2.7 per cent in November to 490.9 from the revised October index of 478.1. Six of the eight major groups were higher and two declined. The vegetable products group index rose 8.8 per cent to 570.7 from 524.3 in October, reflecting price increases for sugar and its products, fresh vegetables, tobacco, tea, coffee and cocoa, canned vegetables, grains and milled cereal food. An advance of 1.9 per cent to 506.3 from 496.7 in the animal products group was the result of higher prices for livestock, lard and tallow, and fresh meats. Smaller advances were recorded in wood products—0.8 per cent, to 570.2 from 565.8; chemical products—0.5 per cent, to 353.3 from 351.6; non-metallic minerals—0.3 per cent, to 353.8 from 352.9; and iron products—0.2 per cent, to 471.5 from 470.4. The textiles group declined 0.9 per cent, to 423.0 from 426.9 and the non-ferrous metals group declined 0.1 per cent, to 423.1 from 423.7.

City consumer, December

Consumer price indexes rose in all regional cities and city combinations in December; increases ranged from 0.4 per cent in Quebec City to 1.2 per cent in Ottawa and Vancouver. Food indexes increased in all cities, with higher quotations for dairy, bakery and cereal products, fats and oils, most beef cuts, processed fruits and vegetables, sugar and restaurant meals. Prices were generally lower for poultry, eggs and fresh produce. Housing components rose in all cities except Halifax, mainly because of increased shelter costs and higher prices for furniture, appliances and household supplies. Clothing indexes advanced in all cities except Quebec City. Prices were generally higher for

children's wear and, in all cities, higher charges were registered for laundry, dry cleaning and shoe repairs. Transportation rose in all cities and city combinations, reflecting increases in train and air fares and higher prices for motor oil. Health and personal care indexes increased in all cities except Thunder Bay as a result of higher prices for pharmaceuticals and personal care supplies. Recreation, education and reading indexes rose in all cities except Vancouver. Prices were generally higher for television sets, toys and games. Tobacco and alcohol indexes rose in all cities because of increased prices for cigarettes, cigarette tobacco and cigars.

Employment

The seasonally adjusted employment level increased by 9,250,000 for the week ended December 14, Statistics Canada reported. The level for women 25 years of age and over increased by 22,000. That for men in the same age group declined by 22,000, and for persons 14-24 years of age, the level decreased by 7,000. Full-time employment for men decreased by 36,000 to 5,635,000, but for women it increased by 28,000 to 2,413,000. There was no change in total part-time employment. Provincially, employment increased in Prince Edward Island by 2,000, Ontario 13,000, Saskatchewan 6,000, Alberta 2,000, and in British Columbia 6,000. It decreased in Newfoundland by 3,000, Nova Scotia 3,000, New Brunswick 9,000, and in Quebec by 11,000. There was no change in the unemployment level in Manitoba.

Unemployment

The seasonally adjusted unemployment level increased by 55,000 to 597,000 in December. The level for persons 14-24 years of age advanced by 30,000 to 306,000, and for persons age 25 years and over it rose by 26,000 to 294,000. The increase in the level for persons 25 years and over was mainly due to an increase in unemployment among men. Short-term unemployment (three months or less) increased by 38,000; long-term unemployment (four months or more) increased by 12,000. Unemployment advanced in all provinces except Saskatchewan, where there was no change. The largest increase, 29,000, was in Quebec.

Unemployment rates

The seasonally adjusted unemployment rate for Canada increased by 0.6 to 6.1 in December—the highest rate since January 1973. For persons age 14-24, the rate increased by 1.0 to 11.1. The rate advanced also for men age 25 and over, 0.5 to 4.5, and for women in that age group, 0.3 to 3.5. The rate increased in all provinces except Saskatchewan, where it decreased 0.1. The increases were Newfoundland 2.0, Nova Scotia 0.4, New Brunswick 1.0, Quebec 1.0, Ontario 0.2, Manitoba 0.3, Alberta 0.9, and British Columbia 0.2.

Participation rates

The seasonally adjusted participation rate for Canada increased by 0.2 to 58.7 in December. The rate increased 0.3 for persons age 14-24, and 0.4 for women 25 years of age and over, but decreased 0.2 for men in that age group. It increased in all provinces except New Brunswick, where it declined 0.9. The largest increases were in Prince Edward Island 1.5, Saskatchewan 0.9, and Alberta 0.6.

Actual data

The labour force in December was estimated at 9,715,000 persons, of whom 9,118,000 were employed and 597,000 were unemployed. The unemployment rate was 6.1 compared with 5.5 last December and the participation rate was 57.9 compared with 57.0 a year ago.

During December the Minister of Labour appointed conciliation officers to deal with the following disputes:

West Coast Stevedoring Companies and International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen Local 514 (Conciliation Officer: D. S. Tysoe).

Algoma Central Railway, Sault Ste. Marie, Ont., and United Transportation Union (T) (Conciliation Officer: M. K. Carson).

Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: K. Hulse).

REA Express (Canada) Limited, Cooksville, Ont., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station employees (Conciliation Officer: M. K. Carson).

Christensen Canadian Enterprises Limited, North Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild, The Fraser Pilots' Association (Conciliation Officer: J. M. Collins).

The Canadian Transit Company, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officers: H. A. Fisher and H. Bartenbach).

Cannet Freight Cartage Limited, Concord, Ont., and Teamsters Local 419 (representing a unit of employees classified as Lead Hand FT, Dock Workers FT and Dock Workers PT regularly employed for more than 24 hours a week) (Conciliation Officer: H. A. Fisher).

Canadian National Railway Company, Montréal, Qué., and Canadian National Railways Police Association (representing a unit of employees classified as sub-inspector, investigator and special agent) (Conciliation Officer: M. K. Carson).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (Conciliation officer: D. H. Cameron).

General Aviation Services Ltd., Montréal International Airport, Dorval, Qué., and International Association of Machinists and Aerospace Workers, Local 2300 (Conciliation Officer: M. Archambault).

Greyhound Lines of Canada Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (representing a unit of drivers, terminal and garage employees) (Conciliation Officer: A. A. Franklin).

MacCosham Van Lines (Saskatchewan) Ltd., Regina, Sask., and Chauffeurs, Teamsters and Helpers, Local 395 (representing a unit of office employees) (Conciliation Officer: A. E. Koppel).

W. C. Norris Ltd., Mississauga, Ont., and Teamsters Local 938 (Conciliation Officer: H. Bartenbach).

Venture Manitoba Tours Limited, Winnipeg, Man., and Canadian Merchant Service Guild (Conciliation Officer: A. E. Koppel).

Edmundston Radio Limited, Edmundston, N.B., and le Syndicat des communications de la République du Madawaska, Section CJEM (CSN) (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers. General Aviation Services Ltd., Toronto International Airport and International Association of Machinists and Aerospace Workers, District Lodge 717 (Conciliation Officer: H. A. Fisher) (LG, February).

Canadian Arsenals Limited, St-Paul l'Ermite, Qué., and Public Service Alliance of Canada (Conciliation Officer: M. Archambault) (LG, February).

Nation-Wide Interior Maintenance Co. Ltd., Montréal, Qué., and Building Service Employees' Union, Local 298 QFL (Conciliation Officer: S. T. Payne) (LG, January).

Quebecair, Montréal International Airport, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of maintenance, traffic and operations employees) (Conciliation Officer: G. R. Doucet) (LG, January).

Dallas & Mavis Forwarding Limited, Kelowna, B.C., and Teamsters Local 213 (Conciliation Officers: A. A. Franklin and J. M. Collins) (LG, December 1974).

Disputes in which there was no conciliation action under Canada Labour Code (Part V—Industrial Relations). British Columbia Maritime Employers Association and International Longshoremen's and Warehousemen's Union—Canadian Area.

St-Hyacinthe Express Inc., St-Hyacinthe, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106.

Disputes in which there was no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: H. Bartenbach) (LG, February).

D.C.B. Industries Ltée, St-Laurent, Qué., Champlain Sept Iles Express Inc., St-Hubert, Qué., and Brazeau Transport Inc., Rouyn, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (Conciliation Officer: S. T. Payne) (LG, February).

Bulk Carriers Limited, Mississauga, Ont., Lou's Transport Limited, Rexdale, Ont., and Tank Truck Transport Limited, Rexdale, Ont., and Teamsters Locals 91, 106, 141, 880, 938 and 990 (Conciliation Officer: T. B. McRae) (LG, February).

West Coast Stevedoring Companies and International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen Local 514 (Conciliation Officer: D. S. Tysoe) (see above).

Disputes settled following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Freshwater Fish Marketing Corporation, winnipeg, Man., and Public Service Alliance of Canada (LG, February).

Detroit and Canada Tunnel Corporation, Detroit, Mich., and International Union, United Automobile, Aerospace & Agricultural Implement Workers of Americà, Local 195 (UAW) (LG, January).

Conciliation commissioner appointments. Kootenay Broadcasting Company Limited and E. K. Radio Ltd., Cranbrook, B.C., and Association of Commercial and Technical Employees Local 1705 (CLC) (representing a unit of employees at CJAT/AM and FM, Trail, B.C.) (Conciliation Commissioner: Hugh G. Ladner) (LG, February).

Eastern Telephone and Telegraph Company, Sydney, N.S., and International Brotherhood of Electrical Workers, Local 2096 (Conciliation Commissioner: Lorne O. Clarke, Q.C.) (LG, January).

Maritime Employers Association and International Longshoremen's Association, Locals 375, 1739 and 1846 (representing longshoremen at the Ports of Montréal, Québec City and Trois-Rivières) (Conciliation Commissioner: His Honour Judge Alan B. Gold).

Conciliation commissioner report received. B-Line Express Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31, General Teamsters, Local 362 (Conciliation Commissioner: Hugh G. Ladner) (LG, January).

Settlement reached at conciliation commissioner stage. B-Line Express Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31, General Teamsters, Local 362 (see above).

Dispute settled in post-conciliation commissioner negotiations. Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing a unit of service employees) (LG, February).

Appointment of mediators under Sec. 195 of the Canada Labour Code (Part V—Industrial Relations). Bulk Carriers Limited, Mississauga, Ont., Lou's Transport Limited, Rexdale, Ont., and Tank Truck Transport Limited, Rexdale, Ont., and Teamsters Locals 91, 106, 141, 880, 938 and 990 (Mediator: T. B. McRae) (see above).

Settlement reached by mediators under Sec. 195, Canada Labour Code (Part V—Industrial Relations). CHLT Radio Sherbrooke Ltée, CHLT Tele-7 Ltée and CKTS Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Mediators: C. E. Poirier and M. Archambault) (LG, February).

Additions to the Library

LIST NO. 311

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. When requesting loans, please indicate the publication numeral and the month listed.

ALCOHOLISM

1. U.S. Congress. House. Committee on Government Operations. Occupational alcoholism programs. Hearings, Ninety-third Congress, second session, April 24 and 25, 1974. Washington GPO, 1974. 271p.

ARBITRATION, INDUSTRIAL

2. Feller, David E. The impetus to contract arbitration in the private area. Berkeley, 1973. p.79-101. (California. University. Institute of Industrial Relations. Reprint no.367)

AUTOMATION—LABOUR ASPECTS

3. Australia. Department of Labour and Immigration National survey of the employment effects of technological change: Stage five. Melbourne, 1974. 81p.

BIOGRAPHIES

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CIVIL RIGHTS

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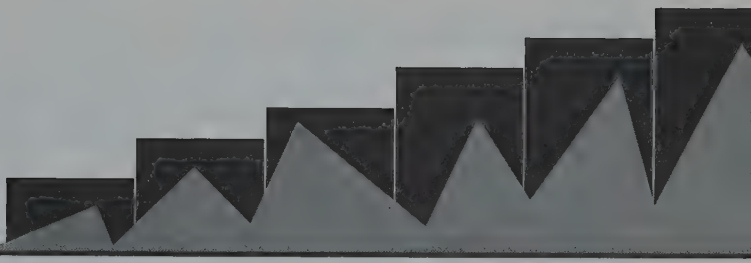

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)		
Week ended December 14,1974		9,715	+ 0.3	+ 4.5
Employed	December 1974	9,118	– 0.8	+ 3.8
Agriculture	"	409	– 5.1	+ 4.6
Non-agriculture	"	8,709	– 0.6	+ 3.7
Paid workers	"	8,121	– 0.7	+ 3.7
At work 35 hours or more	"	7,249	+ 23.5	+ 3.0
At work less than 35 hours	"	1,562	– 47.6	+ 8.3
Employed but not at work	"	307	– 9.4	+ 1.0
Unemployed	"	597	+ 21.1	+ 16.6
Atlantic	"	88	+ 35.4	+ 25.7
Quebec	"	217	+ 27.6	+ 13.6
Ontario	"	164	+ 13.1	+ 18.8
Prairies	"	49	+ 40.0	– 3.9
British Columbia	"	79	+ 1.3	+ 27.4
Without work and seeking work	"	539	+ 16.9	+ 13.0
On temporary layoff up to 30 days	"	58	+ 81.2	+ 65.7
INDUSTRIAL EMPLOYMENT (1961 = 100)†	September 1974	145.9	– 0.1	+ 4.1
Manufacturing employment (1961 = 100)†	"	135.8	– 0.4	+ 2.3
IMMIGRATION	1st 9 mos. 1974	166,401	–	–
Destined to the labour force	"	81,655	–	–
STRIKES AND LOCKOUTS				
Strikes and lockouts	November 1974	225	+ 1.8	+ 95.7
No. of workers involved	"	78,314	+ 25.9	+ 69.2
Duration in man days	"	568,430	– 24.5	+ 58.4
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	September 1974	184.33	+ 1.6	+ 12.6
Average hourly earnings (mfg.)†	"	4.54	+ 2.5	+ 15.5
Average weekly hours paid (mfg.)†	"	39.2	+ 1.3	– 2.0
Consumer price index (1961 = 100)	December 1974	175.8	+ 1.0	+ 12.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	September 1974	138.7	+ 2.7	+ 1.2
Total labour income (millions of dollars)†	November 1974	6,571.8	– 1.0	+ 16.9
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	November 1974	217.7	– 0.4	– 0.9
Manufacturing	"	214.4	– 0.2	– 0.6
Durables	"	251.8	– 0.1	+ 1.1
Non-durables	"	184.9	– 0.4	– 2.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts	November 1974	160,079	–	– 17.6
Completions	"	188,168	–	+ 3.4
Under construction	"	144,338	–	– 16.7

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Percentage of Estimated Working Time
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
†1973	674	721	352,237	5,768,790	0.30
†1973:					
November	43	115	46,283	358,820	0.21
December	21	83	62,620	307,720	0.21
1974:					
†January	67	113	24,887	271,760	0.16
†February	68	130	44,397	420,840	0.28
†March	81	145	50,996	440,000	0.27
†April	116	186	66,162	625,660	0.38
†May	145	249	97,282	1,431,730	0.82
†June	119	230	217,540	2,068,630	1.26
*July	118	236	105,213	1,092,570	0.59
*August	110	245	73,905	956,600	0.52
*September	85	237	65,295	790,790	0.49
*October	86	221	62,204	752,800	0.42
*November	86	225	78,314	568,430	0.35

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, NOVEMBER, 1974, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes During Lockouts	In Effect During Month: Workers Involved	In Effect During Month: Man-Days
Agriculture	1	1	503	1,750
Forestry	1	2	1,732	28,880
Fishing	1	1	35	700
Mines	6	12	6,297	32,860
Manufacturing	32	118	30,340	325,080
Construction	8	13	2,655	21,530
Transpn. & utilities	9	23	9,162	65,650
Trade	5	14	2,640	24,560
Finance	-	1	9	190
Service	15	30	6,386	34,650
Public administration	7	10	18,555	32,580
All industries	85	225	78,314	568,430

STRIKES AND LOCKOUTS, NOVEMBER, 1974, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	In Effect During Month: Workers Involved	In Effect During Month: Man-Days
Newfoundland	8	8	840	2,020
Prince Edward Island	-	-	-	-
Nova Scotia	5	5	293	480
New Brunswick	4	6	1,673	9,500
Quebec	27	89	20,051	228,910
Ontario	20	68	16,936	190,430
Manitoba	1	3	3,692	21,070
Saskatchewan	4	7	14,902	18,500
Alberta	7	10	5,148	23,630
British Columbia	7	24	8,258	45,410
Federal	2	5	6,521	28,480
All jurisdictions	85	225	78,314	568,430

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
Agriculture						
*Canada Dept. of Agriculture, Various locations in Canada	Public Service Alliance of Canada (CLC)	503	1,750	1,750	Nov. 23	Wages–
Forestry						
Great Lakes Paper Co. Ltd., Thunder Bay, Ont.	Carpenters loc 2693 (AFL-CIO/CLC)	1,272	22,900	41,980	Oct. 11 Nov. 28	Wages & fringe benefits– Settled by mutual agreement; wage increase & cost-of-living clause.
MacMillan Bloedel, Sproat Lake, B.C.	Woodworkers loc 185 (AFL-CIO/CLC)	460	2,200	2,200	Nov. 13 Nov. 20	Starting time–Not reported.
Mines						
METAL MINES						
Cominco Ltd., Salmo & Kimberley, B.C.	Steelworkers loc 901 & 651 (AFL-CIO/CLC)	1,103	480	97,770	July 1 Nov. 1	Wages, cost-of-living escalator clause & pension benefits– Settled by mutual agreement.
Cominco Ltd., Kimberley, B.C.	Assoc. of Commercial & Technical Employees loc 1672 (CLC directly chartered)	130	60	11,490	July 1 Nov. 1	Wages, cost-of-living escalator clause, fringe benefits– Settled by mutual agreement.
Canex Placer Development, Endako Mines Div., Fraser Lake, B.C.	Can. Assoc. of Industrial Mechanical Workers loc. 17 (CCU)	450	9,640	16,170	Oct. 11	Wages & fringe benefits–
Inter. Nickel Co. of Canada, Thompson, Man.	Steelworkers loc 6166 (AFL-CIO/CLC)	3,100	9,230	9,230	Nov. 6 Nov. 10	Cost-of-living adjustment– Return of workers pending negociations.
Advocate Mines Ltd., Baie Verte, Nfld.	Steelworkers loc 7713 (AFL-CIO/CLC)	130	260	260	Nov. 14 Nov. 17	Not reported–Not reported
Les Mines Patino du Québec, Chibougamau, Qué.	Steelworkers loc 5914 (AFL-DIO/CLC)	410	3,810	3,810	Nov. 18	Wages, cost-of-living clause–
Similkameen Mining Princeton, B.C.	Steelworkers loc. 649 (AFL-CIO/CLC)	210	630	630	Nov. 19 Nov. 22	Sympathy strike–Settled by mutual agreement.
NON-METAL MINES						
Asbestos Corp. Ltd. (King Beaver Mine) Thetford Mines, Qué.	Fed'n of Metal Trades Unions (CNTU)	235	670	670	Nov. 16 Nov. 20	Working conditions–Settled by mutual agreement.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONT'

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: November	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
PAPER						
Papeterie Canadienne Joliette, Qué.	Communication Workers Fed'n (CNGU)	180	3,780	19,080	July 3	Wages & fringe benefits—
Sonoco Products Ltd. Terrebonne, Qué.	Fed'n of Paper Workers (CNTU)	110	2,310	6,490	Sept. 9	Seniority, cost-of-living adjustment—
Qué. Containers Ltd. Montréal, Qué.	Can. Paper-workers loc. 667 (CLC)	152	3,190	6,380	Oct. 2	Cost-of-living adjustment—
Co. Inter. de Papier du Canada, LaTuque, Qué.	Canadian Paper-workers loc 530 (CLC)	1,220	5,180	5,180	Nov. 5 Nov. 11	Cost-of-living adjustment; workers laid off after acts of sabotage—Dammaged merchandise replaced.
PRINTING & PUBLISHING						
Six printing firms Montréal, Qué.	Fed'n of Communication Workers (CNTU)	229	4,120	4,120	Nov. 6	Not reported—
Montréal Fast Print (1966) Ltd., Montréal, Qué.	(CNTU)	170	850	850	Nov. 25	Misunderstanding with union president—
PRIMARY METAL						
Noranda Metal Industries Ltd., Annacis Island, B.C.	Can. Assoc. of Industrial Mechanical Workers loc. 4 (CCU)	208	2,500	24,560	June 1 Nov. 20	Wages, cost-of-living clause— Settled by mutual agreement.
Cominco Ltd., Trail, B.C.	Steelworkers loc 480, (AFL-CIO/CLC)	2,800	1,210	247,210	July 1 Nov. 1	Wages, cost-of-living clause, seniority rights, job evaluation—Settled by mutual agreement.
Cominco Ltd., Trail, B.C.	Assoc. of Commercial & Technical Employees loc 1705 (CLC directly chartered)	485	210	42,820	July 1 Nov. 1	Wages, cost-of-living clause, seniority rights, job evaluation—Settled by mutual agreement.
Industrie Couture Ltée, Chicoutimi, Qué.	(CNTU)	200	2,330	7,990	Sept. 20 Nov. 18	Cost-of-living adjustment and wage parity with ALCAN workers Settled through mediation.
Canadian Lukens Ltd. Rexdale, Ont.	Steelworkers loc 6644 (AFL-CIO/CLC)	114	460	3,080	Sept. 30 Nov. 7	Wages & fringe benefits— Settled by mutual agreement.
Canadian Unitcast Steel Ltd., Sherbrooke, Qué.	Fed'n of Metal Trades Unions (CNTU)	157	310	470	Oct. 31 Nov. 5	Wages—Settled by mutual agreement.
Reynolds Aluminum Co. of Canada Ltd., Weston, Ont.	Moulders loc 28 (AFL-CIO/CLC)	150	2,700	2,700	Nov. 5	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
Manufacturing						
FOOD & BEVERAGES						
Hiram Walker & Sons Ltd., Windsor, Ont.	Can. Union of Distillery Workers loc. 1	800	16,000	84,000	July 2	Slowness in negociations–
Boulangerie Christie Ltée, Montréal, Qué.	Bakery Workers loc 55 (AFL-CIO/CLC)	180	3,780	9,000	Sept. 20	Firing of two employees–
*Freshwater Fish Marketing Corp., Winnipeg, Man.	Retail, Wholesale Union loc 561 (AFL-CIO/CLC)	350	4,080	8,750	Oct. 12 Nov. 19	Wages, cost-of-living adjustment–Settled through mediation
Hiram Walker & Sons Ltd., Winfield, B.C.	Distillery Workers loc 202 (AFL-CIO/CLC)	175	3,500	5,600	Oct. 16	Respecting picket line set up by Union of Distillery Workers from Walkerville plant.
Avico (1970) Ltée, Iberville, Qué.	Commerce Federation (CNTU)	269	5,650	7,000	Oct. 25	Wages–
RUBBER						
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers loc 133 (AFL-CIO/CLC)	1,200	1,200	205,200	Feb. 28 Nov. 3	Wages & fringe benefits–Settle by mutual agreement.
Can. Technical Tape, Montréal, Qué.	Fed'n of Paper Workers (CNTU)	180	3,780	9,000	Sept. 20	Wages, cost-of-living escalator clause–
Goodyear Tire & Rubber Co., Medecine Hat, Alta.	Rubber Workers loc 628 (AFL-CIO/CLC)	137	140	280	Oct. 31 Nov. 4	Wages–Settled by mutual agreement.
TEXTILES						
Hubbard Dyers Ltd., Montreal, Qué.	(CNTU)	270	5,400	5,400	Nov. 4	Wages–
KNITTING MILLS,						
Penmans Ltd. Ste-Hyacinthe, Qué	Textile Fed'n. (CNTU)	330	6,930	41,910	May 31	Wages–
WOOD						
Can. Forest Products Huntting-Merritt, B.C.	Woodworkers loc 1-217 (AFL-CIO/CLC)	200	4,000	111,600	Sept.13/72	Shorter hours, elimination of piece work-rates of pay–
Rexwood Products Ltd New Liskeard, Ont.	Carpenters loc 2995 (AFL-CIO/CLC)	112	2,290	11,700	July 3	Wages & fringe benefits–
FURNITURE & FIXTURES						
Matelas Supreme Inc. Saint-Narcisse, Qué.	Building & Wood Workers Fed'n. (CNTU)	110	660	23,430	Jan. 8 Nov. 12	Wages & working conditions–Not reported.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONT

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
Aluminium Co. of Can. Arvida, Qué.	(CNTU)	1,200	1,200	1,200	Nov. 7 Nov. 8	Wages cost-of-living adjustment—Return of workers pending negociations.
Crane Canada Ltd., Brantford, Ont.	Steelworkers loc 7480 (AFL-CIO/CLC)	160	240	240	Nov. 11 Nov. 13	Dismissal of one foreman— Settled by mutual agreement.
Sydney Steel Corp., Sydney, N.S.	Steelworkers loc 1064 (AFL-CIO/CLC)	100	50	50	Nov. 25 Nov. 25	Discrimination against an employee—Not reported.
Burlington Steel Co. Ltd., Hamilton, Ont.	Steelworkers loc. 4752 (AFL-CIO/CLC)	700	1,400	1,400	Nov. 28 Nov. 30	Suspension of three workers— Workers reinstated.
METAL FABRICATING						
Babcock & Wilcox Canada Ltd., Cambridge, Ont.	Steelworkers loc 2859 (AFL-CIO/CLC)	853	8,530	43,510	Sept. 4 Nov. 18	Wages—Settled by mutual agreement.
P.L. Robertson, Milton, Ont.	Steelworkers loc 4970 (AFL-CIO/CLC)	320	4,160	9,920	Oct. 7 Nov. 21	Wages & fringe benefits— Settled by mutual agreement.
MACHINERY						
International Harvester Co. of Canada Ltd., Candiac, Qué.	Steelworkers loc. 6617 (AFL-CIO/CLC)	160	2,240	8,480	Sept. 6 Nov. 21	Wages—Dispute settled.
Eaton Yale Ltd., St. Catharines, Ont.	U.E. loc 535 (CLC)	130	870	3,820	Sept. 30 Nov. 11	Wages—Plant shut down permanently.
Outboard Machine Corp. of Canada Ltd., Peterborough, Ont.	Steelworkers loc 5009 (AFL-CIO/CLC)	1,500	13,500	33,000	Oct. 15 Nov. 15	Wages & finge benefits— Settled by mutual agreement.
Canadian Ingersoll Rand, Sherbrooke, Qué.	Steelworkers loc 6670 (AFL-CIO/CLC)	524	520	2,620	Oct. 28 Nov. 4	Cost-of-living adjustment— Return of workers pending further negociations.
TRANSPORTATION EQUIPMENT						
United Aircraft of Canada Ltd., Longueuil, Qué.	Auto Workers loc 510 (CLC)	1,400	29,400	519,700	Jan. 7	Union security, wages, cost-of living clause—
Glendale Corp. Strathroy, Ont.	Machinists loc 2374 (AFL-CIO/CLC)	350	7,000	19,950	Sept. 10	Fringe benefits—
American Motors (Can.) Ltd., Brampton, Ont.	Auto Workers loc 1285 (CLC)	1,365	1,370	46,420	Sept. 16 Nov. 4	Wages, compulsory overtime— Settled by mutual agreement.
Flyer Industires Ltd. Ltd., Winnipeg, Man.	Can. Assoc. of Industrial Mechanical Workers (CUU)	560	11,200	22,860	Oct. 1	Wages & union jurisdiction—
Spar Aerospace Products Ltd., Toronto, Ont.	Auto Workers loc 112 (CLC)	300	6,000	6,300	Oct. 31	Contract terms—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
Spar Aerospace Products Ltd., Toronto, Ont.	Auto Workers loc. 673 (CLC)	118	1,180	1,180	Nov. 18 Nov. 29	Respecting picket lines of Auto Workers loc 112—Return of workers.
Bendix Home Systems Ltd., Hensall, Ont.	Carpenters loc 3054 (AFL-CIO/CLC)	285	1,430	1,430	Nov. 25	Wages & cost-of-living clause—
ELECTRICAL PRODUCTS						
C.P. Clare Canada, Weston, Ont.	U.E. loc 518 (CLC)	275	3,850	3,850	Nov. 11	Wages & fringe benefits—
Crouse-Hinds Can. Ltd., London, Ont.	IBEW loc 2341 (AFL-CIO/CLC)	227	1,140	1,140	Nov. 11 Nov. 19	Cost-of-living clause—Return of workers.
Electrolux Can. Ltd. Pointe-Claire, Qué.	Steelworkers loc 6608 (AFL-CIO/CLC)	520	5,200	5,200	Nov. 18	Wages & fringe benefits—
Radio Engineering Products Atholville, N.B.	IBEW loc 2121 (AFL-CIO/CLC)	113	570	570	Nov. 18 Nov. 25	Wages—Settled by mutual agreement.
Canadian Westinghouse Hamilton, Ont.	Inter. Fed'n of Technical Engineers loc 164 (AFL-CIO/CLC)	105	320	320	Nov. 27	Wages—
NON-METALLIC MINERAL PRODUCTS						
Francon (1966) Ltd., Montréal, Qué.	Building & Woodworkers Fed'n (CNTU)	850	850	38,250	Aug. 29 Nov. 4	Cost-of-living clause, voluntary overtime—Settled through conciliation.
Fiberglass Can. Ltd. Candiac, Qué.	Oil Workers loc 9821 (AFL-CIO/CLC)	275	1,930	1,930	Nov. 21	Contract issues—
CHEMICAL PRODUCTS						
Can. Industries, McMasterville, Qué.	Fed'n of Metal Trades Unions (CNTU)	700	14,000	40,500	Sept. 9 Nov. 29	Wages—Settled by mutual agreement.
Rexall Drug Co. Ltd., Mississauga, Ont.	Chemical Workers loc 279 (AFL-CIO/CLC)	153	3,060	3,670	Oct. 28	Not reported—
St. Lawrence Manufacturing Co. Giffard, Qué.	Steelworkers loc 6072 (AFL-CIO/CLC)	355	7,460	10,300	Oct. 22	Not reported—
Kodak Canada Ltd., Toronto & Brampton Ont.	Chemical Workers loc 159 (AFL-CIO/CLC)	1,047	16,750	16,750	Nov. 7	Cost-of-living clause, union security—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONT'

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
Construction						
Various contractors (Coleson Cove Generating Station), N.B.	Various trade unions (AFL-CIO/CLC)	900	5,400	5,400	Nov. 4 Nov. 13	Cost-of-living adjustment— Return of workers.
Construction Labour Relation Assoc., Various locations, B.C.	Boilermakers loc 359 (AFL-CIO/CLC)	400	4,000	4,000	Nov. 18	Wages—
Lummus Co. Can. Ltd. Douglas Point, Ont.	Various construction unions	640	3,200	3,200	Nov. 18 Nov. 25	Respecting picket lines of Bricklayers loc 33—Return of workers when Bricklayers returned.
Janin Construction Ltée, LaSalle, Qué.	Various unions	230	1,960	1,960	Nov. 19	Cost-of-living adjustment
Transportation and Utilities						
TRANSPORTATION						
Cie de Transport Saint-Maurice, Shawinigan, Trois-Rivières, Qué.	Three CNTU unions	127	2,720	3,450	Oct. 24	Slowness in negociations—
*CNR and CP Rail Montréal, Qué. Ottawa & Toronto Ont.	Railway Transport & General Workers (CLC)	5,500	20,950	20,950	Nov. 1 Nov. 13	Cost-of-living clause—Return of workers.
B.C. Railway Co., Various locations, B.C.	Five shopcraft unions (AFL-CIO/CLC)	550	4,710	4,710	Nov. 1 Nov. 13	Wages & union jurisdiction— Return to work order by Labour Relations Board
B.C. Railway Co., Various locations, B.C.	Five unions (AFL-CIO/CLC)	550	3,930	3,930	Nov. 21	Wages & union jurisdiction—
COMMUNICATIONS						
Québec Téléphone Rimouski, Qué.	IBEW loc 2200 Office Employees & Technicians (AFL-CIO/CLC)	500	9,500	36,000	Aug. 16 Nov. 28	Cost-of-living adjustment— Return of workers under injunction.
Québec Téléphone Rimouski, Qué.	IBEW loc 2200 Plant Employees (AFL-CIO/CLC)	420	7,980	30,240	Aug. 16 Nov. 28	Cost-of-living adjustment— Return of workers under injunction.
Québec Téléphone Rimouski, Qué.	IBEW loc 2200 Traffic Employees (AFL-CIO/CLC)	359	6,820	25,850	Aug. 16 Nov. 28	Cost-of-living adjustment— Return of workers under injunction.
The New Brunswick Telephone Co. Ltd., Various locations, N.B.	IBEW loc 1148 (AFL-CIO/CLC)	430	430	13,480	Sept. 19 Nov. 2	Wages/After suspensions for alleged slowdowns—Settled through conciliation.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
POWER, GAS & WATER						
Gaz Métropolitain Inc., Montreal, Qué.	Office Employees loc 463 (AFL-CIO/CLC)	250	1,250	1,250	Nov. 25	Wages, cost-of-living escalator clause–
Trade						
WHOLESALE						
International Harvester Co (Parts Dept.), Burlington, Ont.	Auto Workers (CLC)	150	3,000	5,850	Oct. 4	Wages–
RETAIL						
Canteen of Can. Ltd. Windsor & London, Ont.	Retail Wholesale Union loc 414 (AFL-CIO/CLC)	185	3,700	5,930	Oct. 15 Nov. 28	Wages & working conditions– Not reported.
Canada Safeway, Edmonton, Alta.	Retail Clerks loc 401 (AFL-CIO/CLC)	1,614	9,220	9,220	Nov. 21	Wages and fringe benefits–
Canada Safeway, Edmonton, Alta.	Food Workers loc 312 (AFL-CIO/CLC)	172	1,290	1,290	Nov. 21	Wages & fringe benefits–
Loblaw's Groceterias Co. Ltd., Edmonton, Alta.	Retail Clerks loc 401 (AFL-CIO/CLC)	139	460	460	Nov. 21 Nov. 26	Wages & fringe benefits– Settled by mutual agreement.
Services						
EDUCATION						
Peel County Board of Education, Cooksville, Ont.	Public Employees loc 1627 (CLC)	351	3,510	18,600	Aug. 30 Nov. 18	Wages & fringe benefits– Not reported.
Thirteen Coquitlam schools Coquittam, B.C.	B.C. Teachers' Fed'n (Ind.)	300	300	300	Nov. 4 Nov. 5	Contract negociations–Return of teachers after study session
Regina Public Board of Education Regina, Sask.	Sask. Teachers' Fed'n. (Ind.)	1,100	890	890	Nov. 14 Nov. 29	Refusal by employer to negociate items in previous agreement–Return of teachers after study session.
Windsor Board of Education, Windsor, Ont.	Ont. Secondary School Teachers' Fed'n (Ind.)	661	3,310	3,310	Nov. 19	Wages–
Lakehead Board of Education, Thunder Bay, Ont.	Ont. Secondary School Teachers' Fed'n (Ind.)	554	2,220	2,220	Nov. 26	Wages & fringe benefits–
The Regina Public Library, Regina, Sask.	Public Employees loc 1594 (CLC)	121	120	120	Nov. 27 Nov. 28	Job jurisdiction– Not reported.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1974 (PRELIMINARY) (CONC

Industry Employer Location	Union	Workers Involved	Duration in Man-days November	 Accumulated	Starting Date Termination Date	Major Issues Result
HEALTH & WELFARE						
Hôpital Saint-Lambert, Saint-Lambert, Qué	Public Service Fed'n (CNTU)	150	540	4,160	Sept. 20 Nov. 6	Number of employees-Settled by mutual agreement.
Four government institutions, St. John's, Harbour Lodge & Carbonear, Nfld.	Nfld. Assoc. of Public Employees (CLC)	447	1,340	1,340	Nov. 12 Nov. 15	Special allowance–Return of workers under injunction.
Norwood Auxiliary Hospital and Dr. A. McGugan Nursing Home, Edmonton Alta.	Public Employees loc 1158 (CLC)	300	2,570	2,570	Nov. 19	Wage increases to non-union workers–
Royal Alexandra Hospital Edmonton, Alta.	Public Employees loc 41 (CLC)	1,000	1,000	1,000	Nov. 21 Nov. 21	Wages–Return of workers.
Grace General Hospital St. John's, Nfld.	Public Employees loc 1271 (CLC)	138	140	140	Nov. 25 Nov. 25	Grievances–Return of workers under injunction.
ACCOMMODATION & FOOD						
Sheraton Ltd., (Mt. Royal Hotel), Montréal, Qué.	Hotel Employees loc 382 (AFL-CIO/CLC)	553	1,190	1,190	Nov. 14 Nov. 17	Cost-of-living adjustment–Wage increases.
Public Administration						
PROVINCIAL ADMINISTRATION						
Government of Sask. Various locations, Sask.	Sask. Gov't Employees Assoc. (Ind.)	13,500	13,750	13,750	Nov. 9 Nov. 13	Cost-of-living adjustment–Return of workers after study session.
LOCAL ADMINISTRATION						
Ville de Montréal, City of Montréal Montréal, Qué.	Firefighters various locals (AFL-CIO/CLC)	2,400	2,400	2,400	Oct. 31 Nov. 3	Cost-of-living clause–Return of workers after agreement reached.
City of Calgary, Calgary, Alta.	Public Employees loc. 37 (CLC)	1,650	6,600	6,600	Nov. 5 Nov. 12	Cost-of-living adjustment–Return of workers after defying court injunction for 4 days.
Cité de Hull-City of Hull, Hull, Qué.	Public Service Employees Fed'n (CNTU)	150	2,250	2,250	Nov. 9	Wages & fringe benefits–
Ville de Laval-City of Laval, Laval, Qué.	Public Employees loc 1113 (CLC)	350	2,450	2,450	Nov. 21	Respecting blue collars' picket line–
Ville de Laval-City of Laval, Laval Qué.	Public Service Employees Fed'n (CNTU)	360	2,520	2,520	Nov. 21	Wage parity with Montreal workers & cost-of-living clause–

*Federal jurisdiction.

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1973.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price $1.50. Cat. No. L2-2/1973.

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Wage Rates, Salaries and Hours of Labour, 1974. This year the annual report containing the results of the October 1 survey of occupational wage rates and standard hours of work in selected industries appears in 35 separate booklets containing data for each of 35 major communities across Canada. The information is final; there is no preliminary report. In addition to the statistical measures presented in previous years, the 1974 report shows the median and 1st and 3rd quartiles. Information will also be shown by size of establishment and union/non-union for office employees. Various prices. Bilingual. Cat. No. L2-557.

Working Conditions in Canadian Industry, 1972. (Bilingual). Price $2.00. Cat. No. L2-15/1972.

Measuring the Quality of Working Life. Proceedings of a symposium on social indicators of working life. Ottawa, March 19 and 20, 1973. Edited by Alan H. Portigal. Price $4.00. Cat. No. L41-13/1974.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price $3.75. Cat. No. L41-1173.

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Women's Bureau '69. Papers dealing with the new role of women; discriminatory practices in connection with the recruitment of highly qualified women; and a consideration of the economic value of unpaid domestic services. (Bilingual). Free.

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Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated (Bilingual). Free.

Women's Bureau '72. Papers dealing with union responsibility for equal opportunity for women; occupational segregation in the health professions; past setbacks in achieving equality; the double jeopardy of socially disadvantaged women. And two communications with the press. (Bilingual). Free.

Women's Bureau '73. Papers dealing with the role of social workers and the status of women; organized labour in relation to working women; the rights of man and the status of women; equality in pensions for working women; and Quebec's contribution to the status of women in Canada. (Bilingual). Free.

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Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint is available free on request). Price $3.50. Cat. No. L34-2069.

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Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

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Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1974. Free. Cat. No. L36-23/1974.

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